

EMPLOYER GUIDE

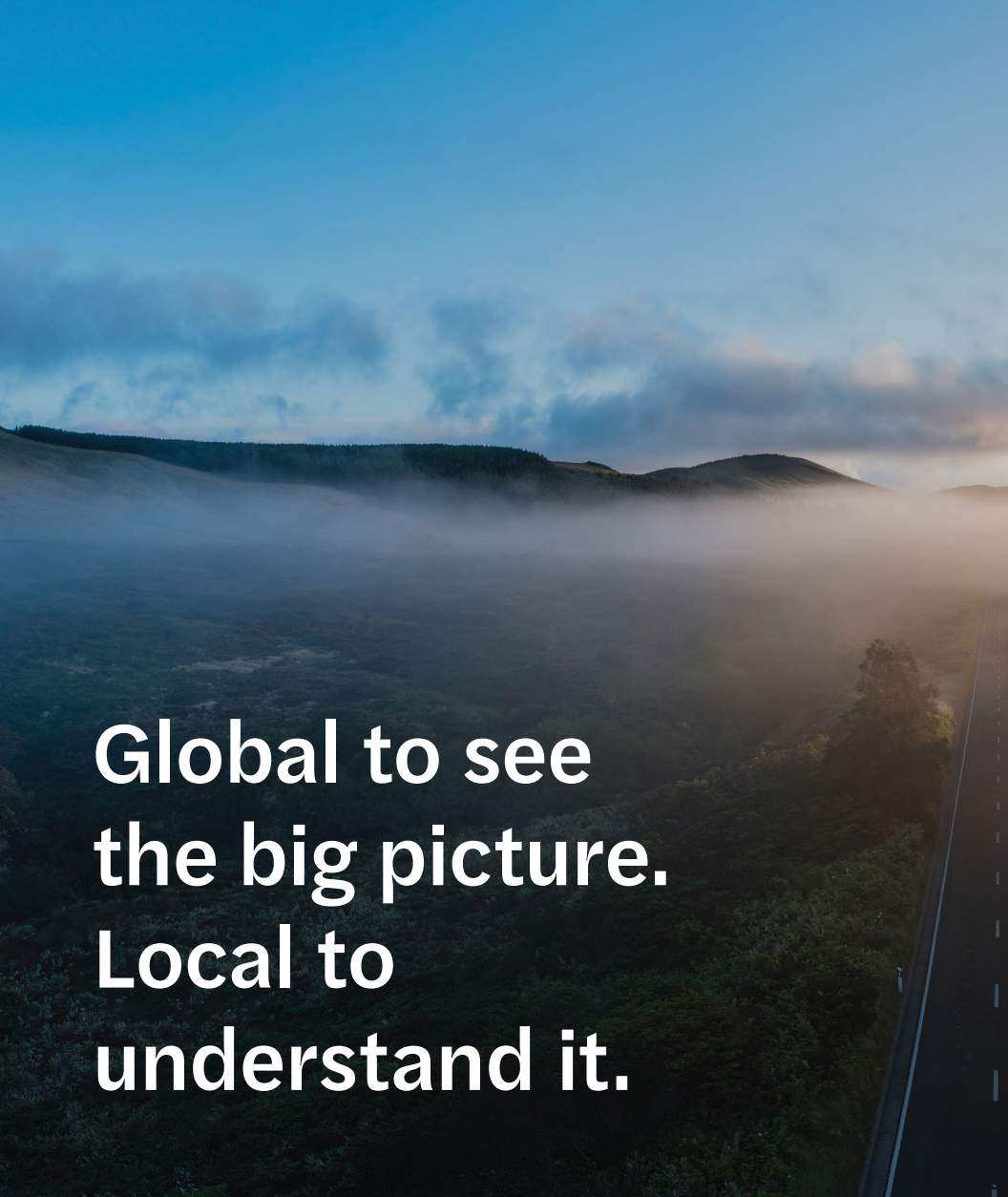
2025-26

*The Future CPA's
Guide to Passing the
Exam and Finding
Their Dream Job*



Indiana CPA Society
PREMIER PIPELINE PARTNER

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**Global to see
the big picture.
Local to
understand it.**

Providing clarity. Building confidence.

forvismazars.us

Assurance | Tax | Consulting



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DEAR FUTURE CPA,

Whether you're looking for the most current guidance on the CPA Exam, financial assistance for your studies, work experience with a local employer, or ways to build out your network—you've come to the right place!

The Indiana CPA Society's Employer Guide is your trusted go-to resource on obtaining your CPA license and securing an internship or job with one of our 44 member organizations in Indiana that are looking for talented employees like you.

If you're a student: be sure to join as a student member of INCPAS at **incpas.org/Students**. Your free membership offers many year-round benefits, including scholarship alerts, discounted CPA Exam review courses, free mock CPA Exams, trending profession news, and opportunities to connect with CPAs and employers. *Note: There is no age limit for this membership—all nontraditional students and career changers are welcome!*

If you're a CPA Exam Candidate: be sure to take advantage of the CPA Exam and licensure benefits that are available to you. From getting your most detailed questions answered during office hours to learning the latest CPA Exam updates, your membership is the ultimate guide to adding "CPA" after your name. See page 10 for more details or visit **incpas.org/YoungPros**.



Courtney

Courtney Kincaid, CAE
INCPAS President & CEO



Lisa

Lisa Tressler, CPA
INCPAS Board Chair

Revised July 2025

TABLE OF CONTENTS



Why CPA?	6
How the Indiana CPA Society Can Help You	8
Don't Miss These INCPAS Offerings	10
Become a CPA	12
Get Noticed & Get Hired	26
Student Scholarships	28
Resources	30
Directory of Organizations	34
Indiana CPA Society Student Membership Application	83



WHY CPA?

Instant Credibility

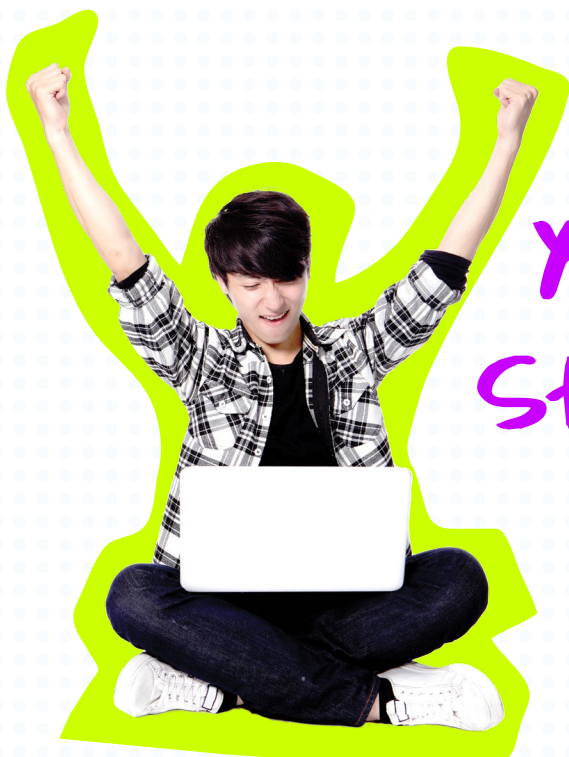
The CPA license separates you from others in accounting/business related positions by demonstrating you're an expert in the field who has completed additional training and work experience.

Take Your Pick

Certified Public Accountants are needed in every industry, so you have the ability to work for an organization you're passionate about. Entertainment, education, sports, nonprofit, government, technology—you name it!



**You Will
Stand Out!**



Beyond Dollars & Data



OPPORTUNITY

4 of the 2025
Top 100 Best Jobs
were in accounting/
finance roles.

—U.S. News & World Report



STABILITY

Employment of
accountants and
auditors is projected
to grow faster than
the average for all
occupations.

—U.S. Bureau of Labor
Statistics



HELPING COMMUNITIES

The work CPAs do gives
the public confidence
in everything from
fraud prevention to the
health of not-for-profit
organizations.

—Journal of Accountancy

Advice from an Experienced CPA



“CPAs work in public firms, private companies, government, nonprofit, education, IT, consulting, entrepreneurship, financial planning, environmental fields and more. Are you a sports fan? Work for a sports team. Want to travel? Work for an international firm. You could even become an FBI agent with an accounting degree.”

Carrie B. Minnich, CPA, MAcct
Partner – DWD CPAs & Advisors

Advice from a Young CPA

“Do your best to develop your credibility and brand early on. Network, earn your CPA license and focus on delivering quality work. It'll only help grow your own confidence along with others' confidence in you.”

Parker Collignon, CPA
Audit Senior – Deloitte

HOW THE INDIANA CPA SOCIETY CAN HELP YOU

Who We Are

The Indiana CPA Society (INCPAS) is a statewide association dedicated to serving the needs of current and future CPAs.



Why Join

- INCPAS has nearly 6,000 members you can connect with who are in all stages of the CPA profession — students, young professionals, experienced leaders, and even retired CPAs.
- Student membership is free. We're invested in your success!
- You'll have access to members-only college and CPA Exam scholarships, free events and Exam resources.
- Your membership demonstrates to future employers that you are serious about your career path.

What We Do

No matter what stage you're at in your education or career, INCPAS can offer support and guidance.

incpas.org/Students

What You Get

Scholarship Eligibility: Apply for our members-only renewable College and CPA Exam scholarships.

Resume Boost: Get an edge in the hiring process by including your INCPAS membership on your resume.

Connections: Meet other professionals at Young Pros Off the Clock happy hours, and connect with potential employers and future colleagues in the members-only INCPAS Online Community.

Exam Hacks: Access discounted prep courses and free virtual Mock CPA Exam events.

Volunteer Experience: Join in on year-round service-leadership opportunities that help the profession, your colleagues and community.

Join Now to Get Free Member Perks ASAP

Visit incpas.org/Students to join online or complete the enclosed student membership application at the end of this guide and send it to us!



DON'T MISS THESE INCPAS OFFERINGS



Meet the Profession: Leadership Series

This virtual program was designed exclusively for aspiring accounting professionals to gain insight and inspiration to excel in your career. This series covers essential topics ranging from LinkedIn guidance to interview tips, as well as the path to partnership, featuring panel discussions with CPAs and profession leaders.

Go to incpas.org/MeetProfession to learn more.



Meet the Profession: Networking Night

This annual student-focused event on Jan. 22, 2026, is an exclusive opportunity for you to have quality face time with interested employer organizations in a fun and relaxed setting. It's a great (and free!) way to network and find out more about available jobs/ internships. **Go to incpas.org/MeetProfession for details.**



Interview Prep Experience

Set yourself up to stand out by attending these FREE webinars with essential interview strategies from our accounting and HR experts. You also have the option to schedule a personalized mock interview so you can practice what you've learned and receive tailored feedback in real-time. **Go to incpas.org/StudentEvents for upcoming schedule.**



Mock CPA Exams

Throughout the year, students and CPA Exam candidates can test their exam readiness by participating in free, virtual Mock CPA Exams. You will be able to take the Exam section(s) of your choice. Before each mock exam, we offer a quick INCPAS 101 session to share more information about how we can help support you in your career. **Go to incpas.org/MockExam for upcoming dates.**



Young Pros Leadership Academy (YPLA)

This is our #1 ranked development program by young INCPAS members. Promotions, raises, career changes, networking, public speaking skills, work-life balance — you name the professional or personal goals, and the individuals who have graduated from this 2-year academy have achieved them. Even better? YPLA is free and counts for CPE. Look for applications to open in spring of each year.

Go to incpas.org/YPLA to see eligibility and application details.



Young Pros Off the Clock Happy Hours

Did you know 85% of jobs are found through networking and 70% of available jobs are never posted? So whether you love to meet new people or cringe at the thought, you still need to make those crucial connections. These free events are designed specifically to be low-key opportunities to do just that. There are no icebreakers or introductions — simply show up, enjoy food and drinks on us, and expand your network as you feel comfortable. **Go to incpas.org/YoungPros to see upcoming events.**



In the Know Webinars

This series is a fantastic, easy way to get the highlights of need-to-know issues and trends that will impact your work and workplace discussions. Each webinar counts for live CPE hours and are free for members. **Go to incpas.org/InTheKnow to register for upcoming webinars.**



BECOME A CPA

The next several pages provide a high-level overview of the CPA Exam and licensure process. INCPAS has several resources to help students and Candidates navigate this process:

- 1 Education Requirements: Sitting for the CPA Exam and Getting Licensed in Indiana
- 2 How to Apply for the CPA Exam
- 3 Scheduling Your CPA Exam
- 4 CPA Exam Scoring & Notification Timeline
- 5 Applying for the CPA License in Indiana
- 6 Maintaining the CPA License
- 7 CPA Exam & Licensing Cheat Sheet: Organizations to Know

We have resources to help with the process!
incpas.org/CPAExam
incpas.org/License



“With a CPA background, we can teach companies how they can still reach their financial bottom line while taking care of their people, communities and the environment.”

*Nailah Owens-Johnson, CPA
Deals Senior Associate – CMAAS, PwC and
INCPAS Scholars Alumnus*

CPA Exam

The CPA Exam process takes time. From meeting the education requirements to sit for the CPA Exam, to learning what is required to become a licensed CPA, it's important that students/candidates take an active role in their professional licensure journey. It's critical to understand the CPA education requirements in the state you plan to be licensed in. Be sure to visit **nasba.org/exams/cpaexam** for current requirements and additional information.

If you are planning to get your CPA license in Indiana, INCPAS is here to help you every step of the way. Go to **incpas.org/CPAExam** and **incpas.org/License** to learn more about the CPA Exam, upcoming Exam and licensure changes, education requirements, Exam prep and obtaining the license.



Exam Tip from a Successful Candidate

★ ★ Make a study plan and stick to it. Keep focus on your 'why' for taking the CPA Exam and use that as motivation. The return on investment, both financially and professionally, will be more than worth it in the end. ★ ★

Jayda Watkins, CPA

Exam & Licensure: Things to Know

120-Credit Hours to Sit for CPA Exam

Indiana students are eligible to sit for the CPA Exam at 120-credit hours (although 150 hours is still required for licensure). This rule incorporates changes to the CPA Exam and made way for CPA Evolution ([evolutionofcpa.org](https://www.evolutionofcpa.org)) and the new Exam. The rule removes Exam section names and windows, allows continuous testing and retaking of a failed section, and moves Indiana into the group of 47 jurisdictions that allows candidates to sit for the Exam at 120-credit hours.

If you are interested in sitting at 120 credit hours, visit incpas.org/120 for the most up-to-date guidance.



36 Months to Pass the CPA Exam

Good news for CPA Candidates in Indiana! You have 36 months (3 years) to pass the CPA Exam. This gives you more time and flexibility to balance studying with work, life and other commitments. It's a great opportunity to stay on track without the added pressure of a shorter exam window. *Note: Other states may have a different requirement.*



CPA Exam Prep

Sitting for the CPA Exam requires a significant investment of time. It's important to develop a strategy to sit for and pass the CPA Exam. One tool candidates use is a CPA Exam Review course. With dozens of options available, how do you pick?

Best Learning Method

It's important to be realistic about your study habits. If you like lectures and want to interact with an instructor, a live course may suit you better. Other candidates prefer the flexibility of self-study/online courses.

Cost

Each review course has a different fee and many offer discounts or have discounts with employers. However, cost shouldn't be the only factor when deciding on a review course.

Questions to Ask Review Course Providers

- Does the review course provide updated study materials as the Exam evolves?
- How long do you get access to the study materials?
- What is the review course structure?
- What is the CPA Exam pass rate of students who have taken the course?
- Can you preview the course before purchasing?
- Is there an instructor or teacher available if you have questions about the content?
- Are you limited to one format or can you have the flexibility of combining online and live courses?



Review Courses

INCPAS members have access to several discounted Exam review courses:

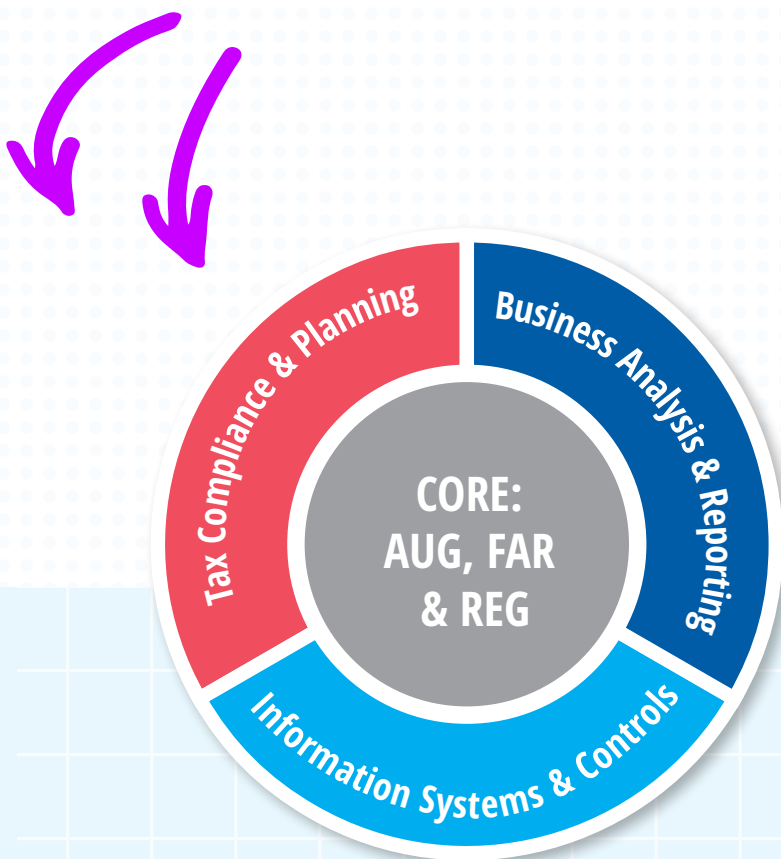
- Becker (**Premium CPA Exam Review Program for \$2,499 + tax**)
- ExamPrep.ai (**20% discount**)
- Gleim (**30% discount**)
- Surgent (**35% discount**)
- Universal Review (**30% discount**)
- UWorld CPA Review (**20% discount on UNLIMITED access course**)
- Yaeger (**20% discount**)

For details contact Stacey Wilson at swilson@incpas.org or visit incpas.org/MemberDiscounts.

CPA Exam Content !!!

The CPA Exam saw significant changes in 2024. The CPA Evolution initiative aimed to transform the CPA licensure model to recognize the rapidly changing skills and competencies the practice of accounting requires today and will require in the future. It is a joint effort of the National Association of State Boards of Accountancy (NASBA) and the American Institute of Certified Public Accountants (AICPA).

Business Environment and Concepts (BEC) is no longer an Exam section. Auditing and Attestation (AUD), Financial Accounting and Reporting (FAR) & Taxation and Regulation (REG) stayed, however some of the content is different.

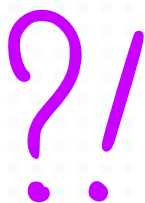


The Exam includes “the Core” that includes Auditing and Attestation (AUD), Financial Accounting and Reporting (FAR) & Taxation and Regulation (REG) and the candidate’s choice of one of three disciplines: Business Analysis and Reporting (BAR), Information Systems and Controls (ISC) and Tax Compliance and Planning (TCP). Candidates are only required to take one discipline. In the event a discipline is failed, candidates may take a different discipline.

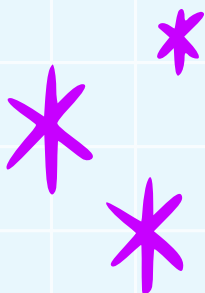
For a deeper dive into the content of the CPA Exam, CPA Exam Blueprints are available online and provide an overview of the content areas, number of multiple-choice questions and task-based simulations, the scoring weight for multiple choice questions (MCQs) and task-based simulations (TBSs) and the skill level of the tasks being assessed.



For more information about CPA Evolution visit EvolutionofCPA.org or incpas.org/CPAEvolution.



We have resources to
help with the process!
incpas.org/CPAExam



CPA Exam Testing Availability & Score Release

Typically, under the Continuous Testing model, candidates can take the Exam year-round, without restriction, other than waiting to receive scores from prior attempts of the same Exam. However, in 2025, Candidates will have limited access to some CPA Exam sections and will experience score release delays. **When planning an Exam testing strategy it will be important to review testing availability windows and score release windows.**

CPA Exam Scores

Waiting for Exam scores can be brutal. You want to know if you passed...or failed. If you are planning to sit for the CPA Exam in the coming year, it's important to understand the score release timeline and how it may impact your Exam plan.

CPA Exam scores are released on a rolling basis throughout the year. See below for anticipated score release dates for the remainder of 2025.

Score Release: Exam Sections Taken in 2025

CORE SECTIONS

If the AICPA receives your exam data file by*:	Your target CPA score release date is:
July 23	August 7
August 15	August 26
September 7	September 16
September 30	October 9
October 23	November 7
November 15	November 25
December 8	December 16
December 31	January 13

DISCIPLINE SECTIONS

Testing Dates	Your target score release date is:
July 1–31	September 11
October 1–31	December 16

**SCAN FOR ALL DATES
(INCLUDING 2026)**



**Exam data files received after this date will be included in the next scheduled score release.*

Exam Tip from a Successful Candidate



Identify your goals and set a time frame for when you want to be completed with the exams. They take an immense amount of discipline, and knowing the goals for why you want the CPA license will help you continue on your path to passing the exams.

*Ryan McMonagle, CPA
Chief Financial Officer –
RealAmerica Development & Management, LLC*



Testing Centers

You can choose from any of these locations — you don't have to schedule your Exam closest to your own city.



EVANSVILLE

923 S. Kenmore Dr.
Hebron Office Plaza
Evansville, IN 47714

FORT WAYNE

Ivy Tech Community College
North Campus
3701 Dean Dr.
Harshman Hall
Fort Wayne, IN 46835

INDIANAPOLIS

8606 Allisonville Rd.
Suite 375
Indianapolis, IN 46250

LAFAYETTE

4050 Britt Farm Dr.
Co-Located with Sylvan
Learning Center
Lafayette, IN 47905

MERRILLVILLE

8668 Broadway
Merrillville, IN 46410

SOUTH BEND/MISHAWAKA

3005 Grape Rd.
Suite A
Mishawaka, IN 46545

TERRE HAUTE

Ivy Tech Community College
Wabash Valley
1700 E. Industrial Dr.
Terre Haute, IN 47802



Testing Centers and Online
Exam Scheduling:

[PROMETRIC.COM/CPA](https://www.prometric.com/cpa)

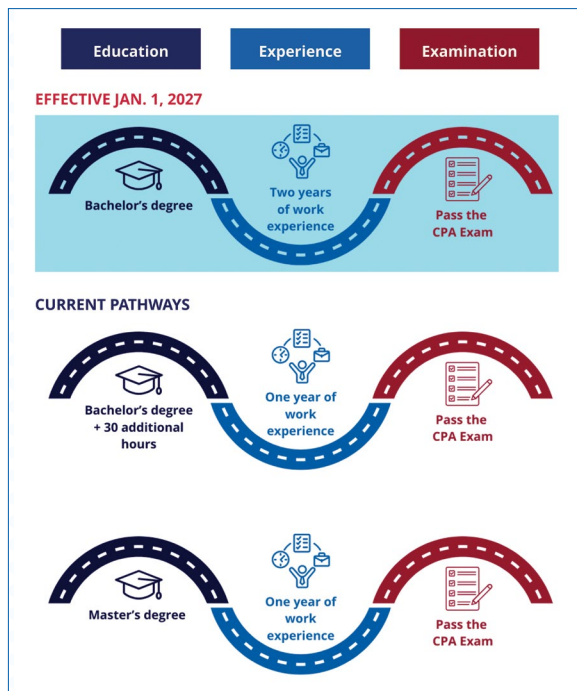


Coming Soon (Jan. 1, 2027): A New CPA Licensure Pathway for Indiana Candidates

In 2025, the INCPAS Board of Directors voted to support legislation introducing an additional pathway to CPA licensure in Indiana. Our bill—House Bill 1143: Licensure of Accountants—successfully passed through the Indiana General Assembly and was signed into law in April 2025.

The new law creates a third pathway to CPA licensure in Indiana:

- A bachelor's degree (with an accounting concentration)
- 2 years of professional work experience
- Successful completion of the CPA Exam



The new pathway will go into effect on January 1, 2027.

What's the hold up between now and then?

This pathway is not effective until 2027 because multiple agencies across the state and country need to ensure the CPA pathway standards are still uniform and accepted everywhere.

The nitty-gritty of everything that needs to be done:

INTERSTATE MOBILITY

Because CPA mobility provisions (which allow CPAs to practice across state lines) depend on states having substantially equivalent licensure requirements, it's important that Indiana allow for states to make similar changes. Many, but not all,

jurisdictions are making moves this year; still more say they intend to make the change next year. A 2027 effective date gives ample time for alignment.

- ▶ *Protecting national consistency to avoid disrupting interstate practice rights is crucial to your CPA license.*

ADMINISTRATIVE PREP

Indiana's Board of Accountancy, National Association of State Boards of Accountancy (NASBA) and CPA Exam providers need time to update systems, rules and guidance to accommodate the new pathway.

- ▶ *This prevents administrative errors and ensures a positive experience for CPA candidates.*

STUDENT & SCHOOL MANAGEMENT

Students currently in accounting programs need a predictable transition—immediate implementation could leave some of you caught between old and new standards.

- ▶ *A future effective date protects students and allows colleges and universities to incorporate changes.*

Bonus Relief: Additional Rule Changes to Help Candidates

In addition to a third pathway, we spent 2024 and 2025 carefully advancing the rulemaking process following the successful passing of HEA1327 Accountancy in 2023.

These key licensure-related provisions went into effect April 16, 2025:

- **Work Experience Requirement.** Changed the CPA licensure experience from two years to one. Note: This experience references the current rule, which still requires 150-credit hours of education.
- **CPA Exam Window.** Permanently changed the Exam credit window from 18 months to 36 months.
- **36-Month Start Date.** Changed the start date of the 36-month window to the date NASBA releases a passing score.

Indiana candidates remain eligible to sit for the CPA Exam at 120-credit hours, thanks to the INCPAS advocacy team's successful efforts in 2022!

WHAT'S NEXT

We remain committed to working with NASBA, the AICPA and state boards to ensure the UAA evolves to reflect your and the CPA profession's needs.

For the latest updates and implementation details, visit incpas.org/Vision.

Licensure – [Your Name Here], CPA

Once you pass the CPA Exam and have met the education requirements for licensure, the hard part is over and obtaining your license is the next step in the process.*

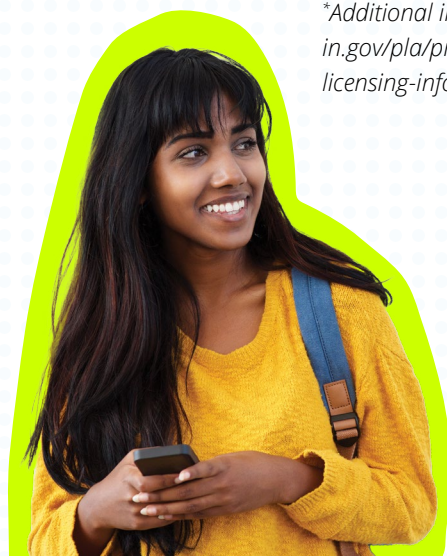
We have resources to help
with the process!
incpas.org/License

Experience Requirements

In order to become licensed as a CPA in Indiana, you need 12 months of full-time employment in the following positions:

1. As an employee or an accounting intern engaged in an accounting position in a firm.
2. As an employee in a financial or accounting position in industry, government, or a nonprofit organization.
3. As an employee in an advisory and/or consulting services position related to 1 or more of the following activities: Financial, Accounting and/or Operational.
4. As an instructor teaching accounting in a college or university (four year institutions or junior colleges). Experience in fractions of months will be counted.

**Additional information can be found at
in.gov/pla/professions/accountancy-home/accountancy-licensing-information*



Application to Be a CPA in Indiana



1. Submit the Accountancy Application (found on Indiana Board of Accountancy website at **in.gov/pla/professions/accountancy-home/accountancy-licensing-information**) and notarized CPA Verification of Experience form.
2. CPA Exam Services will send the Board of Accountancy your Candidate Packet that includes your Exam application, certified original college/university transcripts, transcript evaluation and CPA Exam scores.
3. Once all necessary information and forms have been received, the Indiana Professional Licensing Agency will contact you by email with the status of your application.
4. Once approved, you'll pay the required license fee to activate your license.
5. When payment is received, you'll receive a welcome packet by email that includes your issuance date and your license number.
6. If you would like a license card or certificate, you can download it through IPLA's License Express webpage.

We have resources to help
with the process!
incpas.org/License



Continuing Professional Education Requirements

To maintain your CPA license, you'll need to take continuing professional education. It's important to keep track of every course you take and retain all certificates of completion for each three-year reporting period, and for 36 months thereafter. The Indiana Board of Accountancy audits hours for CPAs in Indiana for each license cycle.

- **Hours Required:** 120 hours per three-year cycle with a minimum of 20 hours per year.
- **Accounting & Auditing Requirements:** 10% or 12 hours of total required hours.
- **Ethics:** 4 hours per three-year cycle.*
- **Self-Study:** No more than 50% or 60 hours can be attained through self-study.
- **CPE Reporting Period:** January 1, 2024–December 31, 2026.

**Additional information can be found at in.gov/pla/professions/accountancy-home/accountancy-licensing-information*

120

HOURS PER THREE-YEAR CYCLE

(AT LEAST 20 HRS PER YEAR)

.....

OF THE 120 HOURS

12

HOURS ACCOUNTING AND AUDITING

+

4

HOURS ETHICS



CPE REPORTING PERIOD:

- January 1, 2024–December 31, 2026

GET NOTICED & GET HIRED

What makes your resume pop?

Internship Experience

Internships are a great way for you to learn about the CPA profession, get a better idea of what kind of work you want to do, broaden your professional network and have relevant work experience that also counts toward the experience requirement to become a CPA.

Where to start: This guide, Career Services office, INCPAS members, local businesses, nonprofits, Work and Learn Indiana and friends/family.

42/44

organizations in this
guide offer internships
(100% are paid)

Competitive GPA

If you have a 3.0 or higher, keep up the great work!

Where to start if you don't have a high GPA:

- Work on improving your grades. Visit a tutor, talk with your teachers (office hours are scheduled for a reason) and STUDY!
- Find ways to show potential employers what your strengths are. Many students are balancing a lot of extracurricular activities and jobs with their course work.

FROM ORGANIZATIONS IN THIS GUIDE:

Minimum accepted overall GPA

2.5 – 1	3.2 – 5
2.8 – 1	3.5 – 1
3.0 – 28	N/A – 6

Minimum accepted Accounting/ Business GPA

2.5 – 1	3.5 – 1
3.0 – 23	N/A – 11
3.2 – 5	

Engagement and Socialization

Get involved on campus or in your community to help develop non-academic and conversational skills.

Where to start: Check local volunteer opportunities as well as INCPAS' opportunities for student members.

Networking events and part-time jobs

are two top ways for students to stand out to employers.

— Forbes

Helpful Hints from a Recruiter

Before the Job Search

- Have an experienced professional check your resume for content.
- Have a good proofreader check your resume for spelling and grammar.
- Make sure to get a professional outfit you're comfortable in.
- Google yourself — is there anything out there you wouldn't want a prospective employer to see? Start adjusting your privacy settings, untagging photos and deleting now.
- Give a firm handshake.
- Be nice and act interested.
- Know the name and background of the firm/company you're interviewing with.
- Always have 2–3 good questions to ask the interviewer.
- It's okay to ask what the next steps are in the process (when you can expect to hear back, how many positions are they looking to fill, etc.).
- Turn your cell phone off (don't have it on vibrate, either).

Career Fairs

- Don't feel like you have to talk to the main recruiter — talk with any of the team members there.
- Greet the organization and take a minute to chit-chat before diving into your one-minute elevator speech.
- Don't linger. When the conversation comes to an end, thank the recruiter for their time and move on.

Interviews

- Arrive early and definitely don't be late. The night before, figure out exactly where you are going and where you will park.

FROM ORGANIZATIONS IN THIS GUIDE:

Work Model

HYBRID
*Combination
on-site & remote*

ON-SITE
*Work at office
full-time*

REMOTE
*Work from
home virtually*

31

9

2

Be sure to review the "Additional Benefits" section on each organization's listing for additional company perks, like summer Fridays off, flexible working hours, casual dress, etc.

STUDENT SCHOLARSHIPS



The Indiana CPA Educational Foundation provides financial assistance to students pursuing their accounting major, the CPA Exam and/or ultimate entry into the CPA profession.

College Scholarships

For students pursuing an accounting major

These scholarships of \$1,000–\$2,000 per year (amount determined by years until graduation) are renewable and dependent on recipient meeting the renewal criteria.

Eligibility Criteria

- Pursuing an undergraduate or graduate-level degree in accounting or an accounting-related major. (Accounting-related shall be as determined by the scholarship committee.)
- Planning to pursue the CPA license.
- Attending a four-year college/university or community college in Indiana.
- Completed at least 30 semester hours (or equivalent) of college coursework, including at least 6 semester hours (or equivalent) in accounting/business, by end of spring 2025.
- Maintaining an overall and major GPA of at least 3.0 (on a 4.0 scale).
- Enrolled as a full-time undergraduate (12 semester hours or equivalent) or a full-time graduate level student (9 semester hours or equivalent).
- An Indiana CPA Society student member (or have submitted a new member application). Apply online at **incpas.org/Students** at no cost.
- Some financial need (i.e., not receiving a full or partial scholarship(s) and/or grant(s) that cover and/or exceed one's educational expenses).
- Enrolled in a business and/or accounting program that is regionally, nationally or internationally accredited.
- Willingness to remain engaged with the Indiana CPA Society.

► Apply online at incpas.org/CollegeScholarship

CPA Exam Scholarships

For candidates studying for the CPA Exam

These scholarships of \$2,000 help cover any Exam-related fees.

This scholarship is presented by the Indiana CPA Educational Foundation, in collaboration with ALPFA Indianapolis and the Greater Indianapolis Chapter of NABA Inc.



Eligibility Criteria

- Intend to earn CPA license in Indiana within the next year.
- Have not completed all four parts of the Exam; may apply with a portion of the Exam completed.
- Have demonstrated financial need.
- Have out-of-pocket Exam costs of at least \$1,000.

► Apply online at incpas.org/ExamScholarship

START YOUR KL CAREER

With offices throughout Northern Indiana and Southwest Michigan, there's a Kruggel Lawton office ready to launch your career in the accounting world. **Let's connect!**



TERRY BUSH
HR Director
tbush@klcpas.com
574.289.4011



RESOURCES

Indiana CPA Society (INCPAS)

incpas.org (Use our chat feature if you have questions)

 [@incpasociety](https://www.instagram.com/incpasociety)

 [@incpas_students](https://www.instagram.com/incpas_students)

 [IndianaCPASociety](https://www.facebook.com/IndianaCPASociety)

 [@incpas](https://twitter.com/incpas)

 [linkedin.com/company/indiana-cpa-society](https://www.linkedin.com/company/indiana-cpa-society)

Accounting+

joinaccountingplus.com

 [@acct.plus](https://www.instagram.com/acct.plus)

 [@accounting.plus](https://www.tiktok.com/@accounting.plus)

American Institute of CPAs (AICPA)

aicpa.org

 [@TheAICPA](https://www.instagram.com/TheAICPA)

thiswaytocpa.com

 [@AICPAStudent](https://www.instagram.com/AICPAStudent)

Ascend Global Leaders

ascendleadership.org


 [@ascendleader](https://www.instagram.com/ascendleader)

Association of Latino Professionals for America (ALPFA)

alpfa.org

 [@alpfa](https://www.instagram.com/alpfa)

 [@alpfa_indy](https://www.instagram.com/alpfa_indy)

 [linkedin.com/company/alpfa-indianapolis/](https://www.linkedin.com/company/alpfa-indianapolis/)


Indiana Board of Accountancy

in.gov/pla/professions/accountancy-home/

pla14@pla.in.gov

NABA, Inc.

nabainc.org

 [@nabacentral](https://www.instagram.com/@nabacentral)

 [@nabainc](https://www.instagram.com/@nabainc)

National Association State Boards of Accountancy (NASBA)

nasba.org/exams/cpaexam/indiana

Email: cpaes-in@nasba.org

 [@nasbagram](https://www.instagram.com/@nasbagram)

All information is current as of July 2025



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www.deloitte.com



Find Your *Fit*

At CBIZ, we believe in your potential. From day one, you'll gain real-world experience, mentorship, and the tools to build a career you love.

A career at CBIZ is more than just a job; it's about growth, learning, and daily impact. Whether you're seeking an internship or full-time employment, we'll help you succeed.

DIRECTORY OF ORGANIZATIONS



When you see this logo throughout the guide, it means that the organization is part of the Indiana CPA Society's 100% Membership program. They have invested in the profession by ensuring 100% of their eligible employees are members of the Society.

Go to incpas.org/100 or contact Jenna Whalen at jwhalen@incpas.org if you would like your organization to be part of the program.



**Indiana
CPA Society**
PROFESSION PIPELINE PARTNER

Pipeline partners have significantly invested in the Society's student and young pros programming to support the future of the profession.

Baden Gage & Schroeder, LLC

6920 Pointe Inverness Way, Suite 300
Fort Wayne, IN 46804



Organization Contact: Michelle McClure
Title: HR Manager/Controller
Contact Email: smcclure@badencpa.com
Phone: (260) 422-2551
Website: badencpa.com

Year Founded: 1980
Number of Partners: 9
Number of Professionals: 50
Organization Type: Regional

Top Industry Specializations

Banking/Securities; Construction; Legal Services; Manufacturing; Medical/Health Care; Nonprofit Organizations; Retail Trade; Transportation; Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax

General Hiring Practices

Spring, Summer, and Winter Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health, life and disability insurance; 401(k) plan and match; flexible spending reimbursement for medical expenses; generous vacation time; bonus paid if CPA exam completed within a stated time period

Recent Awards or Accolades

Forbes named Baden Gage & Schroeder as “America’s Best Tax and Accounting Firms in 2020–2022.” Baden is the only firm based in Fort Wayne to receive this award and only one of six firms in Indiana. Baden Gage & Schroeder has been named an *INSIDE Public Accounting* Best of the Best Firms for the last consecutive 6 years from 2017–2022. In addition, we were named a G400 Firm by the American Institute of CPAs, which recognizes Baden as one of the largest 500 firms out of nearly 40,000 firms nationwide.

Why a New Grad Should Begin Their Career at Our Organization

We are a progressive firm offering challenging opportunities throughout our organization to individuals who believe in teamwork, continually learning new skills and information, and client service as a top priority. We have both a Young Professionals Group and a Mentorship Program. Our Young Professionals Group’s mission is to engage the younger generation by creating a forum for the exchange of ideas and questions, encouraging the entrepreneurial spirit, and educating the group on important career growth topics. Our Mentorship Program is designed to connect a staff level or newly hired employee with an experienced employee in their department and foster a trusted mentoring relationship.

Barnes, Dennig & Co., Ltd.

8470 Allison Pointe Blvd., Suite 200
Indianapolis, IN 46250



Organization Contact: Kevin Dawson
Title: Talent Director
Contact Email: kdawson@barnesdennig.com
Phone: (513) 241-8313
Website: barnesdennig.com
Year Founded: 1965

Number of Partners: 37
Number of Professionals: 215
Organization Type: Regional
Additional Locations: Indianapolis (West),
IN; Cincinnati and Dayton, OH;
Crestview Hills, KY

Top Industry Specializations

Construction; Consulting; Education; Government; Manufacturing; Medical/Healthcare;
Non-Profit; Real Estate; Transportation/Logistics; Wholesale/Distribution;

Client Services

Advisory/Consulting; Audit/Assurance; Business Valuations; Client Accounting & Advisory
Services; Corporate/Domestic Tax; Employee Benefit Plan Audits; Estate Planning; Individual
Tax; Internal Audit; International Tax; IT Audit; Sales Tax Compliance; SOC Reporting; State/
Local Tax; Transfer Pricing; Wealth Management

General Hiring Practices

Spring, Summer and Fall Interns: Paid, Full-time (40 hrs); Spring (Jan–April),
Summer (June–Aug), Fall (July–Nov)
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA Exam bonus; PTO/holidays; Flextime schedules; Profit sharing; Medical, dental
and vision insurance; Women's initiative; Emerging professionals group; Dress for your day

Recent Awards or Accolades

"Top Workplace" by *USA Today*; "America's Best Tax and Accounting Firms" by *Forbes Magazine*; "Top 100 Regional Leaders" by *Accounting Today*; "Best of Accounting" by *ClearlyRated*; Inside Public Accounting Top 200; Inside Public Accounting Firms to Watch; "Best Accounting Firms to Work For" by *Accounting Today*

Why a New Grad Should Begin Their Career at Our Organization

You are looking for real-world experience to supplement your classroom education. You want to do work that makes a difference. Barnes Dennig is dedicated to providing you with infinite opportunities to learn the numbers, but also to see how they impact every aspect of business. As a member of the Barnes Dennig Family, you will work in a team environment, be engaged in meaningful work, and be provided the tools necessary for you to succeed.



Organization Contact: Joni Cook

Title: Senior Talent Acquisition Specialist

Contact Email: Joni.cook@springlineadvisory.com

Phone: (317) 774-4943

Website: bgbc.com

Year Founded: 1990

Number of Partners: 7

Number of Professionals: 70

Organization Type: Regional

Top Industry Specializations

Construction; Entrepreneurs and Closely Held Businesses; Legal Services Providers; Manufacturing; Professional Services; Real Estate; Start-Up Enterprises; Technology; Transportation

Client Services

Advisory/Consulting; Audit/Assurance; Client Accounting Services; Corporate/Domestic Tax; International Tax; Individual Tax; Internal Audit; State/Local Tax; Transfer Pricing; Valuation

General Hiring Practices

Spring Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- 401(k) with match
- Annual bonus program
- CPA exam support (review courses and Becker access)
- Paid CPA study days
- Generous PTO, including full week at Thanksgiving
- Health, dental, and vision insurance
- HSA with firm contribution
- Paid parental leave
- Formalized mentorship program
- Collaborative career pathing
- Community service and volunteer days
- Firm profit-sharing
- Reimbursement for license and membership fees
- Access to internal CPE and training programs

Our benefits are designed to support you both now and as you grow in your career. From day one, you'll have access to resources that prioritize your well-being, financial future, and professional development. We've built a culture that values flexibility, invests in your goals, and recognizes the importance of balance—because we believe your success starts with feeling supported.

Recent Awards or Accolades

IndyStar's Top Workplaces 8 Years Running (2018–2025); Indiana Chamber “Best Place to Work” 2021; Indiana INTERNET IMPACT Award, “Internship Supervisor of the Year” 2021

Why a New Grad Should Begin Their Career at Our Organization

BGBC is proud to be a founding firm of Springline, a modern, middle-market accounting and advisory firm with national reach and a people-first mindset. As part of Springline, we offer the best of both worlds—local relationships and support, combined with access to broader resources and opportunities across a growing network of like-minded firms.

Blue & Co., LLC

12800 N. Meridian St., Suite 400
Carmel, IN 46032

Organization Contact: Amy Lambdin & Dan Persico
Title: Recruiter
Contact Email: recruiting@blueandco.com
Phone: (513) 834-6895
Website: careersatblue.com
Year Founded: 1970

Number of Partners: 67
Number of Professionals: 560+
Organization Type: Regional
Additional Locations: Bedford, Bloomington, Carmel, Columbus, Indianapolis and Seymour, IN; Lexington and Louisville, KY; Detroit, MI; Cincinnati and Columbus, OH

Top Industry Specializations
Consulting; Educational; Government; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal Financial Services

Client Services
Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax

General Hiring Practices
Year-round internships: Paid, Part-Time, and Full-Time
Minimum Acceptable Overall GPA: 3.2
Minimum Acceptable Accounting/Business Major GPA: 3.2
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

- Additional Benefits**
- Community Service Day
 - Diversity, Equity, and Inclusion Council
 - Employee Led Charitable Foundation
 - Exam Fees
 - Exam Review Course Fees
 - Formalized Mentor Programs
 - Internal CPE Programs
 - License Fees
 - Professional Association Membership Dues

Recent Awards or Accolades
Blue & Co., LLC, is proudly ranked as a top 60 CPA firm in the U.S. and named as a “Best Place to Work” in Indiana and Kentucky, and “Best Employer” in Ohio.

Why a New Grad Should Begin Their Career at Our Organization
We take pride in fostering a great culture, providing award-winning professional growth opportunities, and offering the ability to work either in-office, remote or a hybrid combination. At Blue, we truly value the development of all employees and encourage them to bring their true authentic selves to work. The firm is willing to share the cost if employees are willing to invest the time in courses or advanced degrees that are job-related. We invest in making sure our team members feel fully developed as professionals. We may work hard during the day, but we make sure to balance it out with some play.

Additional Information
When you join Blue, you will be paired with a coach. Together, you will set goals to leverage your strengths and cultivate new skills. A career in public accounting can be demanding, that’s why we provide flexible and variable work schedules to ensure you achieve the kind of life you want. We offer Blue University continuing educational programs which combine in-house courses with training opportunities through state CPA societies and the AICPA. We also provide a wide array of leadership programs to help you every step of the way.

Organization Contact: Dan Rogers
Title: Partner
Contact Email: DanR@bradleycpa.com
Phone: (317) 237-5500
Website: bradleycpa.com

Year Founded: 1983
Number of Partners: 5
Number of Professionals: 30
Organization Type: Local

Top Industry Specializations

Medical/Health Care

Client Services

Advisory/Consulting; Audit/Assurance

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Paid time off; Health, life and disability insurance; Health savings accounts; 401(k) retirement plans; Profit sharing; Paid parking; Mileage and expense reimbursement; Cell phone reimbursement; CPA exam bonus; CPE travel allowance and others

Why a New Grad Should Begin Their Career at Our Organization

At Bradley Associates, we are focused on providing strategic, value-added financial and business consulting services to the healthcare industry. We provide customized services to local, regional, and national healthcare providers. Our clients include the full spectrum of healthcare providers such as nursing homes, group homes, hospitals, assisted living centers, and many others. We perform all types of accounting functions such as reimbursement consulting, audits, reviews, compilations, tax services, Medicaid and Medicare cost reports, and strategic rate reviews to name a few. In short, we understand the complexities of healthcare accounting and that's why we have a dedicated team of accounting / consulting professionals with the specialized knowledge and experience to help our clients with the growing standards and changes in regulations.

We know our employees are the life-blood of our company. They are the ones that make this firm one of the nation's leading providers of accounting and consulting services for the health care industry. As a result, we are dedicated to hiring and retaining the best people. Our firm is growing, and we are committed to offering opportunities for personal growth and advancement to each individual employee. We focus on providing our employees with challenging and rewarding work while remaining flexible to each individual's needs.

Brady Ware & Company

2206 Chester Blvd.
Richmond, IN 47374



Organization Contact: Brian Jacob
Title: Director of Human Resources
Contact Email: bjacob@bradyware.com
Phone: (937) 223-5247
Website: bradyware.com
Year Founded: 1952

Number of Partners: 20
Number of Professionals: 125
Organization Type: Regional
Additional Locations: Atlanta, GA;
Columbus and Dayton, OH

Top Industry Specializations

Consulting; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate

Client Services

Advisory/Consulting; Audit/Assurance; Business Valuation; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax

General Hiring Practices

Spring and Winter Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees and Certification Bonus
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Medical/dental/vision/disability and life insurance; Maternity and paternity leave; 401(k) profit sharing; Paid time off

Why a New Grad Should Begin Their Career at Our Organization

You're a trusted part of the team. At Brady Ware, you work side by side with partners and business owners, every day, on every project. You're exposed to the entire accounting lifecycle and every facet of business consulting. From day one, we give you the responsibility to create value for our clients—and begin to build your career. At Brady Ware, we believe in building people up, not burning them out. From the moment you step through the door, we make an investment in you and your career, with an eye toward your personal growth and long-term success.

Additional Information

Experience in both tax and audit

Bucheri McCarty & Metz LLP

P.O. Box 2147
Kokomo, IN 46904-2147



Organization Contact: Cynthia Reed
Title: Firm Administrator
Contact Email: creed@bmmcpas.com
Phone: (765) 236-2200
Website: bmmcpas.com

Year Founded: 1987
Number of Partners: 5
Number of Professionals: 15
Organization Type: Local
Additional Locations: Wabash, IN

Top Industry Specializations

Construction; Manufacturing; Medical/Health Care; Professional Service Providers; Real Estate; Restaurants; Retail & Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Domestic Business & Individual Tax

General Hiring Practices

Spring Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Opportunities
- CPA Exam Completion Bonus
- Exam Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Flexible, reduced hours post tax season; Remote work opportunities; Dress for your day; PTO and holidays; Health & wellness program; Medical, vision, disability and life insurance; Flexible spending health & dependent care programs; Employer health savings account contributions; 401(k) plan with profit sharing

Why a New Grad Should Begin Their Career at Our Organization

From day one we make an investment in you and your career. BMM offers a practical approach to high quality client service. Team members receive exposure to all areas of our practice and enjoy the opportunity to work closely with firm management. You will also work directly with clients and immediately begin cultivating professional relationships and making a difference in our local communities.

We understand the hours in public accounting can be intimidating. We don't work the dreaded hours of some firms. We strive for a more balanced schedule with flexible and variable work hours, while leveraging our investment in technology. We value the importance of balancing our hard work with our personal time. We provide multiple social events throughout the year to help build relationships. Our employees constantly say BMM feels like a team.

BMM wants to help you establish a thriving and fulfilling career. Learn more about us on our website, Facebook, or LinkedIn pages.

Burke CPAs and Advisors

1909 Chester Blvd.
Richmond, IN 47374

Organization Contact: Anna May
Title: Director of Tax Services
Contact Email: amay@burkecpa.com
Phone: (765) 965-4562
Website: burkecpa.com

Year Founded: 1984
Number of Partners: 4
Number of Professionals: 40
Organization Type: Regional
Additional Locations: Cincinnati, OH

Top Industry Specializations

Consulting; Logistics; Manufacturing; Medical/Health Care; Real Estate

Client Services

Advisory/Consulting; Audit/Assurance; Business Valuation; Corporate/Domestic Tax

General Hiring Practices

Spring and Winter Interns: Paid, Full-time and Part-time
Minimum Acceptable Overall GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Program Fees
- License Fees
- Professional Association Membership Dues
- Free Catered Meals During Tax Season

Other: Medical/dental/vision/HSA/disability and life insurance; Maternity leave; 401(k) with employer contribution; Competitive bonus structure; Incentives for business development; Paid time off & paid company holidays; Flexible work schedules; Additional day of PTO for each CPA section taken (first time)

Why a New Grad Should Begin Their Career at Our Organization

With a 40-year history of growth and success, Burke CPAs & Advisors is a leading regional Cincinnati-based consulting, accounting, tax, and wealth planning Firm. Our commitment to excellence has resulted in the acquisition of thousands of loyal, diverse clients from all 50 states and around the World. Burke CPAs & Advisors is equally committed to our employees. The secret to our success is our people – we value each team member’s unique talents and perspectives, and we offer support and mentorship at all career stages. Our dedication to empowering our clients and each other means we thrive as a team and grow as a Firm. Join us!

CapinCrouse

345 Massachusetts Ave., Suite 300
Indianapolis, IN 46204

Organization Contact: Chris DuKate

Title: Partner

Contact Email: cdukate@capincrouse.com

Phone: (505) 502-2746 ext. 1115

Website: capincrouse.com

Year Founded: 1972

Number of Partners: 30+

Number of Professionals: 200+

Organization Type: National

Additional Locations: Phoenix, AZ; Los Angeles, San Diego, and San Francisco, CA; Colorado Springs and Denver, CO; Atlanta, GA; Chicago, IL; Boston, MA; Grand Rapids, MI; New York, NY; Columbia, SC; Dallas, TX

Top Industry Specializations

Churches and Denominations; Higher Education Institutions; International Outreach Organizations; Nonprofit Healthcare Organizations; Other Nonprofit Organizations

Client Services

Advisory/Consulting; Audit/Assurance; IT Audit; State/Local Tax

General Hiring Practices

Spring/Summer/Fall Interns: Paid, Part-time, Full-time

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Professional Association Membership Dues

Join us for an enriching career in the nonprofit sector, which holds tremendous career growth potential! CapinCrouse is a division of Carr, Riggs & Ingram (CRI), a nationally ranked accounting and advisory firm, and serves over 1,600 nonprofit clients changing lives around the world.

CapinCrouse offers a supportive, empowering work environment, with an outstanding opportunity for training, advancement, and personal and professional development, plus competitive compensation with the comprehensive benefits you'd expect from a national firm.

Why a New Grad Should Begin Their Career at Our Organization

A position with CapinCrouse is more than just a job. It's the opportunity to become a well-rounded, empowered professional at an accelerated pace — all while serving organizations that are making a real difference in the world. CapinCrouse provides a new hire orientation and year-long multi-level training program as well as the opportunity to work on a wide range of assignments during your first year. We also provide a variety of challenging work assignments, guidance from a professional development coach, team-building activities, and more.

Organization Contact: Karli Azar
Title: Campus Recruiter
Contact Email: Karli.azar@cbiz.com
Phone: (317) 472-2154
Website: cbiz.com
Year Founded: 1960

Number of Partners: 33
Number of Professionals: 185
Organization Type: National
Additional Location: Fort Wayne and
Michigan City, IN

Top Industry Specializations

Architects & Engineers; Construction; Consumer & Industrial Products; Dealership; Food & Beverage; Healthcare; Non-profit; Private Equity; Professional Services; Real Estate; Technology

Client Services

Accounting; Tax; Advisory; Benefits; Insurance; Technology

General Hiring Practices

Spring Interns: Paid, Full-time
Preferred Overall GPA: 3.0
Preferred Accounting/Business Major GPA: 3.0
New Full-Time Hires Must Be 150-Hour Compliant: Preferred
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA Exam completion bonus

Recent Awards or Accolades

2025 Handshake Early Careers Winner; 2024 USA Today Top Work Places; 2024 Great Place to Work Certification; 2024 Campus Forward Awards Winner; 2024 Best and Brightest Companies to Work for in the Nation

Why a New Grad Should Begin Their Career at Our Organization

Meet new friends while meeting your goals. We work closely with our interns and new staff to ensure they not only gain valuable business experience but also have the opportunity to explore many career paths available in the accounting industry. Our tax, accounting and business professionals will train, mentor and work with you as you gain firsthand knowledge of the services we provide and the industries we serve. You will broaden your skills and discover your strengths in a fun and welcoming environment. Starting your career at CBIZ lets you gain experience in an entrepreneurial environment, while taking advantage of many benefits our workplace offers. We are always looking for smart, ambitious, friendly people to join our growing CBIZ family. With over 160 offices and more than 10,000 team members nationwide, CBIZ (NYSE: CBZ) delivers top-level financial and employee business services to organizations of all sizes, as well as individual clients, by providing national-caliber expertise combined with highly personalized service delivered at the local level. Whether you are just starting out or looking to further your career, we invite you to take a closer look at what CBIZ can offer.

CLH, CPAs & Consultants

123 E. 8th St.

Michigan City, IN 46360



Organization Contact: Stephanie Russell

Title: Director of Operations

Contact Email: srussell@clh.cpa

Phone: (219) 874-0210

Website: clh.cpa

Year Founded: 1992

Number of Partners: 6

Number of Professionals: 35

Organization Type: Regional

Additional Locations: Angola, La Porte, and Valparaiso, IN

Top Industry Specializations

Business Consulting; Client Advisory & Accounting Services; Estate Planning; Financial Statements; Succession Planning; Tax Preparation & Planning

Client Services

Advisory & Consulting; Audit & Assurance; Client Accounting & Advisory Services; Corporate/Domestic Tax; Individual Tax; Estates & Trusts; Retirement Planning; Business Planning; Sales Tax Compliance; State & Local Taxation; Business Valuations

General Hiring Practices

Summer/Winter Interns: Paid, Part-time, Full-time

Minimum Acceptable Overall GPA: 2.5

Minimum Acceptable Accounting/Business Major GPA: 2.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Days
- CPA Licensure Incentive Program & Bonus
- Active Community Involvement
- Annual Bonus Program
- External CPE Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health, Vision & Dental insurance; Health Savings Account with employer contribution; Life insurance; Short & long-term disability insurance; 401(k) Plan with employer contributions; Dependent care accounts; Tuition reimbursement program; Becker CPA Exam prep program discounts; Bonus programs; generous PTO; Paid holidays; Paid parental leave; Paid Military leave; Summer hours; Annual company outings; Stocked breakrooms; Busy season meals; Birthday recognition; Dress for your day; Flexible hours and scheduling

Why a New Grad Should Begin Their Career at Our Organization

At CLH, we offer a dynamic and supportive environment that fosters both personal and professional growth. Our company is committed to innovation and excellence, providing opportunities to work on a wide variety of projects that help you develop a broad range of skills. We value diversity and inclusion, ensuring that every team member feels valued and heard. Additionally, we offer comprehensive training programs and mentorship from experienced professionals, helping new graduates to develop and advance their careers. We promote internally and align career development with personal goals. With a strong focus on work-life balance and employee well-being, we strive to create a workplace where everyone can thrive and achieve their full potential.

Organization Contact: Kristen Sexton
Title: Campus Recruiter
Contact Email: Kristen.Sexton@claconnect.com
Phone: (317) 569-6103
Website: claconnect.com
Year Founded: 2012

Number of Partners: 1,245
Number of Professionals: 9,000
Organization Type: National
Additional Locations: Schereville, IN and
over 130 locations across the United States

Top Industry Specializations
Banking/Securities; Consulting; Educational; Government; Manufacturing; Medical/
HealthCare; Nonprofit Organizations; Personal Financial Services; Real Estate; Transportation

Client Services
Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax;
Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax

General Hiring Practices
Spring/Summer/Winter Interns: Paid, Part-time, Full-time
Minimum Acceptable Overall GPA: N/A
Minimum Acceptable Accounting/Business Major GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

- Additional Benefits**
- Community Service Day
 - Exam Fees
 - Exam Review Course Fees
 - External CPE Program Fees
 - Formalized Mentor Programs
 - Internal CPE Programs
 - License Fees
 - Professional Association Membership Dues

Other: Wellness resources; Quarterly stipend; Financial wellness; LegalShield; IDShield; Pet insurance; Adoption & fertility assistance; Generous paid time off; Paternal leave, Volunteer time off

Recent Awards or Accolades
2025 Great Place to Work Award; 2025 Campus Forward Award; 2023 Campus Forward Awards Winner; 2023 *Accounting Today* Top 100 Firms, Top Tax Firms, Top Firms by AUM; Great Place to Work Certified Jan 2023–2024; *Inside Public Accounting* Top 100 Firms 2022; #1 Top 50 Construction Accounting Firms 2019– 2022; *Barron's* Top 100 RIA Firms 2022

Why a New Grad Should Begin Their Career at Our Organization
Build an inspired career filled with choice, flexibility, and mobility. You'll find freedom to gain skills through new experiences, work with professionals of all levels, and try different roles across our many collaborative teams and industries. Imagine a career journey with wellness resources to support your whole self. Raise your hand to participate in a young advisory council or the young executive team, bringing your voice to the future of the firm. We believe you'll even have fun along the way.



Organization Contact: Abbi Feeley
Title: University Talent Acquisition Senior Associate
Contact Email: abbi.feeley@crowe.com
Phone: (317) 706-2619
Website: crowe.com/careers/students
Year Founded: 1942

Number of Partners: 500+
Number of Professionals: 5,600+
Organization Type: National
Additional Locations: 35+ U.S. Offices

Top Industry Specializations

Agribusiness; Banking/Securities; Cannabis; Consumer Markets; Dealerships, Financial Services; Fintech; Food & Commodities; Government; Insurance; Life Sciences; Manufacturing; Medical/Health Care; Metals; Private Equity; Real Estate; Retail Dealers; Technology, Media & Telecommunications

Client Services

Audit/Assurance; Consulting; Corporate/Domestic Tax; International Tax; State/Local Tax

General Hiring Practices

Spring/Summer Interns: Paid, Full-time
Minimum Acceptable GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Flexibility: Hybrid work environment, no return-to-work mandate
- Paid Time Off: Flexible paid time-off policy, firm-paid holidays
- Parental Leave: 12 weeks of paid caregiving leave for new parents
- Family Planning: Inclusive fertility and family-building benefits
- Professional Development: Robust training, mentorship, career coaching
- Health Benefits: Medical, pharmacy, mental health resources
- Financial Assistance: CPA & Certification reimbursement and bonuses
- Community: Business resource groups for various communities

Other: Crowe offers an exceptional people experience, with a total rewards package that can help you achieve your health, well-being, financial, and giving goals — now and in the future. Please visit <https://www.crowe.com/careers/why-crowe/benefits>.

Recent Awards or Accolades

Handshake Early Talent Awards 2025 Winner (5 years in a row), IU Kelley School of Business Top Hiring Employer 2024-25, *Fortune* 100 Best Companies to Work For 2024; *DEI* 2024 Best Place to Work for Disability Inclusion; *Glassdoor* Best Places to Work 2024;

Why a New Grad Should Begin Their Career at Our Organization

Kickstart your career at Crowe and unlock a world of opportunities! At Crowe, you'll work alongside leaders who collaborate with governments and industry groups, giving you a global reach while maintaining a personal touch. Imagine being part of a team that values close working relationships and is committed to excellence, ensuring you work on meaningful projects that drive continuous improvement. Join Crowe and grow professionally in a supportive environment that truly values your development. Here, your career will flourish as you contribute to impactful projects and build lasting connections.

Dauby, O'Connor & Zaleski, LLC

501 Congressional Blvd.

Carmel, IN 46032



**Indiana
CPA Society**
CONTRIBUTING
PIPELINE PARTNER

100%
MEMBERSHIP
Indiana CPA Society

Organization Contact: Andrew “Mons” Mansaray

Title: Director of Talent Acquisition

Contact Email: amansaray@dozllc.com

Phone: (260) 705-6614

Website: dozllc.com

Year Founded: 1987

Number of Partners: 18

Number of Professionals: 310

Organization Type: National

Additional Location: Austin, TX

Top Industry Specializations

Real Estate – Affordable Housing

Client Services

Audit/Assurance; Corporate/Domestic Tax

General Hiring Practices

Spring Interns: Paid, Full-Time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- License Fees
- Professional Association Membership Dues

Other: Paid time off/holidays; Retirement savings plans/401(k) match; Health savings accounts; Medical, dental, and vision insurance; Short-term/long-term disability insurance; Critical illness plan/accident insurance; Life insurance; Pet insurance; Wellness program; Sabbatical program; Flexible working hours; Bereavement and home destruction leave; Startup loans; CPA Exam materials loan/Exam bonus; CPA Exam paid time off/office study time.

Recent Awards or Accolades

IndyStar Top Work Places 2016–2025

Why a New Grad Should Begin Their Career at Our Organization

DOZ is an accounting firm focused on affordable housing. We work with clients around the country, helping them grow and adapt by offering high quality, specialized accounting services. When our clients succeed, our communities become more equitable.

As students and rising professionals, we understand that finding a company to match your career goals as well as your personal values is a crucial part of the graduation process. Members of the DOZ community make it a priority to mentor interns and new hires through both client work and office life to make sure they are comfortable in their role.

An important part of the positive work-life balance at DOZ includes the opportunity to participate in community outreach. The DOZ Charitable Foundation, which is completely employee run, facilitates events for interns and full-time employees to volunteer with organizations that are meaningful to them.

Whether you're participating in one of our internships, leadership programs, or recruiting events, our goal is to give you the opportunity to learn and experience the role of a public accountant, so you are able to make the most informed decision for your career.

Dean Dorton

5975 Castle Creek Parkway N Dr., Suite 400
Indianapolis, IN 46250



Organization Contact: Allison Manning
Title: Recruiting Manager
Contact Email: amanning@deandorton.com
Phone: (919) 239-8284
Website: www.deandorton.com
Year Founded: 1946

Number of Partners: 30
Number of Professionals: 550
Organization Type: Mid-Market
Additional Locations: Fort Wright, Lexington and Louisville, KY; Raleigh, NC; Cincinnati, OH;

Top Industry Specializations

Construction; Distilleries & Craft Beers; Energy & Natural Resources; Equine; Healthcare; Higher Education; Manufacturing & Distribution; Nonprofit & Government; Real Estate; Professional Services; Financial Institutions

Client Services

Accounting & Financial Outsourcing (AFO); Audit & Assurance; Consulting & Advisory; Family Office; Forensic Accounting & Business Valuation; Tax; Mergers & Acquisitions; Transaction Advisory Services; Technology & Cybersecurity; Wealth Management; HR Consulting

General Hiring Practices

Spring and Summer Interns (Full time mainly, but open to some part-time)
Sponsorship of Entry Level Foreign Nationals: No
New Full Time Hires Must be 150-Hour Compliant: Preferred
Work Model: On-Site and Hybrid

Additional Benefits

- Community Service Day
- CPA Exam Bonus
- Dedicated Career Advisor
- Flexible Work Arrangements
- Mental Health Resources and Wellness Program Reimbursement
- Paid Family Leave (both maternity/ paternity leave)
- Professional Membership Dues and CPE Fees Paid
- Unlimited PTO

Other: Casual dress code; Medical; Dental; Vision; 401k; Flexible spending; Short-term disability; Long-term disability; Life insurance

Recent Awards or Accolades

Top 100 Firm in the U.S.; Recognized by Forbes Most Recommended and a top Value Added Reseller (VAR) on several national technology lists; Named a Best Place to Work in multiple markets.

Why a New Grad Should Begin Their Career at Our Organization

Joining Dean Dorton means being part of a dynamic team with countless opportunities for professional growth. Whether you're an experienced hire or a recent graduate, the firm offers a supportive environment where you can thrive professionally and build a career that is unique to your strengths and interests. While our employees span the US, our firm was founded on, and continues to emphasize, the importance of building relationships among team members. We have a young leadership team who is excited about the future and embracing changes within the industry. We are a very agile firm which allows us to take advantage of opportunities and make changes that meet the needs of team members and our communities.

Organization Contact: Chris Belleville
Title: Office Tax Managing Partner
Contact Email: cbelleville@deloitte.com
Phone: (317) 656-6949
Website: deloitte.com
Year Founded: 1966

Number of Partners: 6,905
Number of Professionals: 172,809
Organization Type: National
Additional Location: Over 100 locations
across the United States

Top Industry Specializations

Consumer Business; Energy; Financial Services; Health Care; Manufacturing; Other Life Sciences; Public Sector; Transportation; Utilities

Client Services

Advisory Services; Audit; Consulting; Tax

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Full-time
Minimum Acceptable Overall GPA: 3.2 for internships, 3.0 for full-time
Sponsorship of Entry-Level Foreign Nationals: Limited immigration sponsorship may be available
New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Benefits

- Community Service Opportunities
- CPA & Certification Bonuses
- Internal CPE Programs
- Generous PTO & Holiday Disconnects
- Deloitte University
- Technical Training
- Team Building
- Mentorship
- Internships
- Leadership Conferences
- Leadership Development Programs
- Case Competitions
- Social Events

Other: Comprehensive medical, dental, and vision insurance options; Life insurance and disability; Family leave; FSAs and HSAs; Sabbaticals; Well-being subsidy; Retirement savings options; Employee recognition programs; Pension Plan & 401(k)

Recent Awards or Accolades

Fortune 100 Best Companies to Work for in 2025; *TIME* Best Companies for Future Leaders in 2025; *CAREERS and the disABLED Magazine* Top Employer; Top 20 Distinguished Corporate Partner, Kelly School of Business, IU; Indiana United Way Top Community Investor

Why a New Grad Should Begin Their Career at Our Organization

Make a difference. Connect with the best. Exceed your potential. We believe that our work makes a difference in the world. Carrying out this mission requires fresh thinking, a creative approach, and increased collaboration with the best and brightest students who will become tomorrow's business leaders. You will commonly work with multiple clients at the same time, providing you exposure to a variety of organizations.

Donovan CPAs

9292 North Meridian St., Suite 150
Indianapolis, IN 46260



Organization Contact: Shish Cherian
Title: People Operations Manager
Contact Email: scherian@cpadonovan.com
Phone: (317) 847-0675
Website: cpadonovan.com

Year Founded: 1972
Number of Partners: 8
Number of Professionals: 60
Organization Type: Local
Additional Locations: Avon, IN

Top Industry Specializations

Agriculture; Charter Schools; Manufacturing/Distribution; Nonprofit Organizations; Professional Services; Real Estate; Wholesale

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Consulting Educational; Insurance; Medical/Health Care; Nonprofit Organization; State/Local Tax

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Full-time and Part-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Remote (Work from Home Virtually. Employees Do Not Commute to a Central Place of Work.)

Additional Benefits

- Community Service Day
- Exam Fees Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees and Professional Association Membership Dues

Why a New Grad Should Begin Their Career at Our Organization

At Donovan CPAs, we firmly believe that our team is our greatest asset and the primary factor that distinguishes us in the marketplace. Therefore, we are deeply committed to investing in the growth and development of our team members. Our unwavering dedication to nurturing our team members' potential sets us apart from our competitors, and we take pride in being one of the most invested firms in this aspect. You will not find another organization as devoted to the professional and personal growth of its team members as Donovan CPAs.

Dulin, Ward & Dewald, Inc

9921 Dupont Circle Dr. West, Suite 300
Fort Wayne, IN 46825



Organization Contact: Carrie Minnich
Title: Partner
Contact Email: cminnich@dwdcpa.com
Phone: (260) 423-2414
Website: dwdcpa.com

Year Founded: 1939
Number of Partners: 7
Number of Professionals: 71
Organization Type: Regional
Additional Location: Marion, IN

Top Industry Specializations

Agriculture; Construction; Employee Benefit Plans; Manufacturing; Nonprofit Organizations; Real Estate

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Employee Benefit Plan Audits; Forensic Accounting Services; Individual Tax; Payroll Processing; Pension Plan Administration; Single Audits (OMB Uniform Guidance); State/Local Tax

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Primarily On-Site (We are Flexible and Offer Remote When Needed)

Additional Benefits

- Community Service Day
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues
- CPA Exam Loan Program

Other: Health, life and disability insurance; Dental reimbursement program, 401(k) plan, Generous vacation time; Summer Friday afternoons off; Ability to bank hours for additional time off or bonus; Increase in salary upon successful completion of the CPA Exam; Financial assistance available for the Exam

Recent Awards or Accolades

2023 *INSIDE Public Accounting* Top 400 Firms

Why a New Grad Should Begin Their Career at Our Organization

Flexible work schedules; extra time off from overtime; expanded skills; opportunity to work in both audit and tax, as well as with a variety of industries and types of clients; culture; open door policy (first year staff work one-on-one with partners); community volunteer opportunities as a firm and individually.

Financial Technologies & Management (FTM)

10418 White Oak Dr.
Carmel, IN 46033

Organization Contact: Jim Simpson
Title: President
Contact Email: jsimpson@ftmllc.com
Phone: (317) 819-0780
Website: ftmllc.com

Year Founded: 1999
Number of Partners: 1
Number of Professionals: 5
Organization Type: Local
Additional Locations: Indianapolis

Top Industry Specializations
Consulting; Government; Nonprofit Organizations

Client Services
Accounting; Bookkeeping; Client Accounting Services; Controller Services for Not-for-Profits

General Hiring Practices
Work Model: Remote (Work from Home Virtually. Employees Do Not Commute to a Central Place of Work.)

- Additional Benefits**
- Community Service Day
 - Exam Fees
 - Exam Review Course Fees
 - External CPE Program Fees
 - Formalized Mentor Programs
 - Internal CPE Programs
 - License Fees
 - Professional Association Membership Dues

Other: Health, dental, vision and retirement plan. We would consider reimbursing anything that helps our employee and the firm.

Recent Awards or Accolades
Better Business Bureau A+ Rating

Why a New Grad Should Begin Their Career at Our Organization
Flexible working environments to serve as accounting advisor to our nonprofit and religious clients.

Additional Information
FTM offers nonprofit accounting solutions to include outsourced accounting, nonprofit accounting software and financial management training.

First Financial Bank

1401 S. 3rd St.
Terre Haute, IN 47802

Organization Contact: Wendi Lasecki
Title: Recruiting Manager
Contact Email: wlasecki@first-online.com
Phone: (812) 238-6628
Website: first-online.bank

Year Founded: 1834
Number of Partners: N/A
Number of Professionals: 1
Organization Type: Regional
Additional Locations: Evansville, Vincennes
and Washington, IN

Top Industry Specializations
Banking/Securities; Communications; Personal Financial Services

Client Services
Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax

General Hiring Practices
Spring and Summer Interns: Paid, Full-time
Minimum Acceptable Overall GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: On-site (Work at the Office Full-time to Fulfill Work Duties)

- Additional Benefits**
- Community Service Day
 - Exam Fees
 - Exam Review Course Fees
 - License Fees
 - Professional Association Membership Dues

Other: Comprehensive benefits package: medical, dental, vision, and employer-paid life and disability insurance

Why a New Grad Should Begin Their Career at Our Organization
If you are an experienced accounting professional looking to take the next step in your career, the Senior Staff Accountant role at First Financial Corporation could be the perfect fit! You will play a key role in maintaining the financial integrity of our institution, ensuring compliance, and optimizing processes. This position offers opportunities for growth and leadership while working in a collaborative environment. Apply today to advance your career in accounting!

Forvis Mazars

820 Massachusetts Ave, Suite 1370
Indianapolis, IN 46204



Organization Contact: Emily Schweikher
Title: Campus Recruiter
Contact Email: Emily.Schweikher@us.forvismazars.com
Phone: (317) 383-4000
Website: forvismazars.us

Year Founded: 2022 with a legacy spanning over 100 years
Number of Partners: 600+
Number of Professionals: 7,000+
Organization Type: 75+ U.S. Markets
Additional Locations: Indianapolis, Fort Wayne, Evansville

Top Industry Specializations

Banking/Securities; Consulting; Educational; Government; Insurance; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal Financial Services; Private Equity; Real Estate; Technology & Services

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; Risk Advisory; State/Local Tax; Transfer Pricing;

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Full-time
Preferred Acceptable Overall GPA: 3.0
Preferred Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA exam bonus, annual discretionary performance-based bonus, flexible time off, lifestyle spending account, wellness program, inclusion networks, parental bonding leave, 401k profit sharing, medical/dental/vision insurance, employer-provided life insurance, FSA, HSA, Employee Assistance Program, short-term and long-term disability, and more.

Recent Awards or Accolades

INSIDE Public Accounting Best of the Best; Comparably Best Career Growth; Comparably Best Work-Life Balance; *Training Magazine* APEX Award

Why a New Grad Should Begin Their Career at Our Organization

Forvis Mazars ranks among the nation's largest public accounting firms and is driven by the commitment to use our forward vision to deliver unmatched client experiences. As an intern at Forvis Mazars, you will gain valuable experience that may help you decide whether you want to start your career in audit or tax, or even whether public accounting is right for you. The heart of our forward vision is a commitment to our people. Our culture reflects the firm of the future, with high standards for inclusion & diversity, world-class professional development, and an industry-leading total rewards package. *Grow with us as we grow with you. Be bold and thrive.*

Girardot, Strauch & Co.

316 Main St.
Lafayette, IN 47901



Organization Contact: Sarah Talbott
Title: Firm Administrator
Contact Email: sarah@gsc-cpa.com
Phone: (765) 423-5313
Website: gsc-cpa.com

Year Founded: 1963
Number of Partners: 4
Number of Professionals: 20
Organization Type: Local

Top Industry Specializations
Consulting; Nonprofit Organizations

Client Services
Advisory/Consulting; Audit/Assurance, Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax

General Hiring Practices
Spring Interns: Paid, Part-time, Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

- Additional Benefits**
- Community Service Day
 - Exam Fees
 - External CPE Program Fees
 - License Fees
 - Professional Association Membership Dues

Other: Health/vision/dental/life insurance; 401(k) plan, flexible spending accounts; PTO; Annual company outings; Fridays off in the summer; Meals during busy season; Ability to work remotely; Flexible hours; Paid parental leave

Why a New Grad Should Begin Their Career at Our Organization
We know as you transition out of college to a full-time career, there are many options and avenues to take. It can be difficult to know where to start. Starting your career at GSC is a perfect place to begin, as you will have the opportunity to gain experiences in a variety of areas to see where you will thrive in your career. You will be exposed to a variety of responsibilities within different industries. Smaller CPA firms like ours allow for your opinion and voice to be heard, provide you the ability to choose your own career track and timeline, and can offer tremendous advancement opportunities all while truly providing a family atmosphere. Additionally, work-life balance is key in our organization. Many firms talk about work/life balance, but we live it! We offer generous paid time off, flexible work arrangements and Fridays off in the summer. GSC is a great team to join and we believe you can accomplish great things here.

Harding Shymanski & Company, P.S.C.

21 S.E. Third St., Suite 500
Evansville, IN 47708



Organization Contact: Darby Starnes

Title: Head of HR

Contact Email: dstarnes@hsc CPA.com

Phone: (502) 882-8500

Website: hsc CPA.com

Year Founded: 1975

Number of Partners: 7

Number of Professionals: 138

Organization Type: Local

Additional Locations: Louisville, KY

Top Industry Specializations

Construction; Consulting; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal Financial Services; Real Estate; Utilities

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax

General Hiring Practices

Summer and Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Flexible schedule; Mentor program; HSC University (HSCU) is a multi-year soft skills coaching program designed for team members who are on the front lines of client service.

Recent Awards or Accolades

Finalist for "When Work Works" and "Healthiest Employer" in 2018; Recipient of one of the "Best Places to Work" in Louisville, KY in 2019

Why a New Grad Should Begin Their Career at Our Organization

Upon beginning employment with HSC, you will have the opportunity to work on audit and tax engagements in various industries, enabling you to gain valuable experience to help you determine where you want to take your accounting career. New staff receive extensive training on our technology and processes, as well as technical training on the firm's core competencies. We also encourage participation in our industry teams so you can develop a greater understanding of the issues impacting our clients' businesses. Additionally, training is made available to employees throughout their entire career. All members of the firm are encouraged to share their experiences and use of talents, regardless of their years of experience.

Insight Accounting Group

1832 W. Lincoln Ave.
Goshen, IN 46526



Organization Contact: Amber Lundgren
Title: Technology & Implementation Specialist
Contact Email: alundgren@iag.cpa
Phone: (574) 534-4040
Website: insightaccountinggroup.com

Year Founded: 1981
Number of Partners: 5
Number of Professionals: 55
Organization Type: Local
Additional Locations: Goshen, Elkhart, and Mishawaka, IN

Top Industry Specializations

Agribusiness; Manufacturing; Nonprofit Organizations; Real Estate; Transportation; Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax

General Hiring Practices

Spring and Winter Interns: Paid, Part-time, Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health, dental, and vision insurance, FSA, retirement contributions, generous PTO plan, customized work schedules, reduced summer hours with Friday afternoons off, and profit-sharing bonus program.

Why a New Grad Should Begin Their Career at Our Organization

Our firm recognizes each individual is unique, allowing team members to customize a schedule and workload that fits their needs. We offer cross training in multiple skill areas to provide a well-rounded experience that becomes specialized over time. Our office and work-from-home employees all connect together through 100% cloud-based programs to provide support to each other and produce an excellent client experience.

Kemper CPA Group LLP

7200 Eagle Crest Blvd.
Evansville, IN 47715



Organization Contact: Jill Koester, CPA,
SPHR, SHRM-SCP
Title: Partner-in-Charge of Administration
and Human Resources
Contact Email: jkoester@kempercpa.com
Phone: (812) 421-8000
Website: kempercpa.com
Year Founded: 1958
Number of Partners: 70

Number of Professionals: 350+
Organization Type: Regional
Additional Locations: Avon, Connersville,
Evansville, Greenfield, Terre Haute,
Vincennes, and Washington, IN; Livermore,
Merced, Modesto, Stockton, and Tracy, CA;
Champaign, Effingham, Harrisburg, Marion,
Mattoon, Mt. Carmel, Mt. Vernon, Olney,
and Robinson, IL; Henderson, Morganfield
and Paducah, KY

Top Industry Specializations

Government; Manufacturing; Medical/Health Care; Natural Resources; Nonprofit Organizations; Real Estate; Restaurants; Retail Trade

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax; Virtual CFO

General Hiring Practices

Paid Internships, Part-time, Full-time, Seasonal, and Reduced Schedules
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: On-Site and Hybrid Options Available (Depending on Location and Job Responsibilities)

Additional Benefits

- CPA Exam Fee Reimbursement
- Licensing Fee Reimbursement
- Becker Review Study Materials
- Paid Study Time
- Internal & External CPE Programs
- CPA Exam Bonus Program
- Professional Association Membership Dues

Other: Leadership development programs; Profit sharing plan; Flexible schedules options; Wellness program; Insurance programs; Employee assistance program; New business incentives; Employee referral bonus program; Paid leave options including PTO, sick leave, parental leave, bereavement leave, holidays, jury duty, and short-term disability

Recent Awards or Accolades

Accounting Today Top 100 Firms; *IPA* Top 100 Firms

Why a New Grad Should Begin Their Career at Our Organization

We believe in building relationships—with our clients and with each other. We believe in serving others, and we make a habit of going above and beyond for our clients and each other. By beginning your career with our firm, you have the opportunity to join a talented team of professionals who are dedicated to making a meaningful impact in the communities they serve.



111 Monument Cir., Suite 3600
Indianapolis, IN 46204



**Indiana
CPA Society**
PROFESSION PIPELINE PARTNER

Organization Contact: Kati Hood
Title: Associate Director, Talent Acquisition
Contact Email: katihood@kpmg.com
Phone: (614) 241-4823
Website: kpmguscareers.com

Year Founded: 1921
Number of Partners: 23
Number of Professionals: 160
Organization Type: National
Additional Locations: 90+ U.S. Offices

Client Services

KPMG helps organizations transform, innovate and effectively compete in tomorrow's fast-changing world. We offer a market-leading portfolio of audit, tax and advisory services focused on helping clients digitally transform across front, middle and back office; adapt to consumerism; leverage data analytics, IA and AI; transact and divest; deliver quality audits; provide tax planning and compliance services; manage risk; and comply with regulations. In Indianapolis, KPMG professionals serve publicly and privately owned organizations across various industries, including real estate, manufacturing, healthcare, life sciences, government and financial services.

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Full-time
Minimum Acceptable Overall GPA: 3.0 preferred
Minimum Acceptable Accounting/Business Major GPA: 3.0 preferred
Sponsorship of Entry-Level Foreign Nationals: Yes
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- Formalized Mentor Programs

Other: Summer hours; Firm-wide shutdowns; CPA incentive awards; Early career annual perks; Professional certifications programs; 401(k) capital accumulation program; Employee referral program; Celebrate Great awards; HomeBenefits@Work; Mortgage assistance program; MetLife legal plans; Automobile/homeowners/pet insurance; Flex with purpose model; Paid time off; Leave programs; Medical plans; Dental plans; Vision coverage; Mental well-being support; Counseling with Talkspace; Employee discounts

Recent Awards or Accolades

Fortune 100 Best Companies to Work For 2025; National Organization on Disability Leading Disability Employer 2024; *Training Magazine* Top 10 Hall of Fame; LinkedIn Top Companies 2024; *People* Companies That Care 2024; Military Friendly Employer Gold 2024; RippleMatch 2025 Campus Forward Award Winner for Best in Class: Overall Excellence; Ranked #1 on *Chief Learning Officer* magazine's 2023 Learning Elite list; WayUp Top 100 Internship Program 2024

Why a New Grad Should Begin Their Career at Our Organization

KPMG is one of the world's leading professional services firms and the fastest growing Big Four accounting firm in the U.S. With 90+ offices and more than 36,000 employees and partners, we're leading the industry in new and exciting ways. Providing innovative business solutions to many of the world's largest and most prestigious organizations, our size and strength make us agile and responsive to changing trends. By helping other organizations identify risk and grasp opportunities, we're driving positive, sustainable change for clients, our people and society at large.

Kruggel Lawton CPAs

210 S. Michigan St., Suite 200
South Bend, IN 46601



Organization Contact: Terry Bush

Title: Director

Contact Email: tbush@klcpas.com

Phone: (574) 289-4011

Website: klcpas.com

Year Founded: 1956

Number of Partners: 20

Number of Professionals: 150

Organization Type: National

Additional Location: Elkhart and Goshen, IN; Portage and St. Joseph, MI; Knoxville, TN

Top Industry Specializations

Consulting; Educational; Government; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Transportation; Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: 401(k) match; Group health, dental, vision; Annual bonus pool

Recent Awards or Accolades

2025: Best Places to Work in Indiana by the Indiana Chamber; Best Accounting Firm in Michiana by *Northwest Indiana Business Magazine*; Employer of the Year by Western Michigan University Zhang Career Center; Top 100 Firms – Regional Leader by *Accounting Today*

2024: Best of Accounting Client Satisfaction by *ClearlyRated*; Top 300 Firms by *Inside Public Accounting*; Best Places to Work in Indiana by the Indiana Chamber; Best Accounting Firm in Michiana by *Northwest Indiana Business Magazine*; Top 100 Firms – Regional Leader by *Accounting Today*

2023: Best of Accounting Client Satisfaction by *ClearlyRated*; Top 300 Firms by *Inside Public Accounting*; Innovation Award from the BDO Alliance USA; Best Accounting Firm in Michiana by *Northwest Indiana Business Magazine*; Top 100 Firms – Regional Leader: Great Lakes by *Accounting Today*

Why a New Grad Should Begin Their Career at Our Organization

Family atmosphere, work-life balance, flexible work arrangements, embracing change.

(KSM) Katz, Sapper & Miller

800 E. 96th. St., Suite 500
Indianapolis, IN 46240



Organization Contact: Karen Hill

Title: Director of Talent Acquisition

Contact Email: khill@ksmcpa.com

Phone: (317) 580-2102

Website: ksmcpa.com

Year Founded: 1942

Number of Professionals: 700+

Organization Type: Regional

Additional Locations: Fort Wayne and
Evansville, IN; Chicago, IL; New York City, NY;
Cincinnati, OH

Top Industry Specializations

Construction; Government; Insurance Regulatory; Manufacturing; Medical/Health Care;
Nonprofit Organizations; Real Estate; Transportation; Veterinary

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax;
Individual Tax; Internal Audit; IT Risk Advisory; State/Local Tax; Transaction Advisory;
Transfer Pricing

General Hiring Practices

Fall, Spring and Summer Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Opportunities
- Education Assistance Program
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Paid Parental Leave
- Professional Association Membership Dues

Other: Wellness allowance; Employee Stock Ownership Plan (ESOP); CPA completion bonus;
Leadership development program; Employee referral bonus program

Recent Awards or Accolades

"Best Place to Work in Indiana" by Indiana Chamber of Commerce; "Best of Accounting" by
ClearlyRated; "Best of the Best Accounting Firm" by *INSIDE Public Accounting*; "America's Best
Tax and Accounting Firm" by *Forbes*; *Vault Accounting 25*; "Top 100 Firms" by *Accounting Today*

Why a New Grad Should Begin Their Career at Our Organization

KSM provides new graduates with the opportunity to gain experience in tax or audit, and in some cases, both. This experience comes through on-the-job training and real, meaningful work engagements that bridge the gap between academia and the professional environment. KSM's open, collegial culture allows new hires to learn directly from experienced staff who have specialized expertise and technical knowledge across numerous industries and services. Working as part of a team, new hires have the opportunity to work directly with a variety of clients across a multitude of industries, ranging from start-ups and family-run businesses to multinational corporations. Our people form lasting friendships with one another while serving our clients and communities.

LM Henderson & Company, LLP

450 E. 96th St., Suite 200
Indianapolis, IN 46240



Organization Contact: Wendy Gagnon
Title: Office & Human Resource Manager
Contact Email: wgagnon@lmhcpa.com
Phone: (317) 566-1000
Website: lmhcpa.com

Year Founded: 1948
Number of Partners: 4
Number of Professionals: 35
Organization Type: Local

Top Industry Specializations

Employee Benefit Plans; Manufacturing; Medical/Health Care; Nonprofit Organizations; Professional Service Providers; Real Estate

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management

General Hiring Practices

Spring and Summer Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Benefits

- Community Service Day
- Continuing Education
- Exam Fees
- Exam Review Course Fees
- License Fees
- Mentorship Program
- Professional Association Membership Dues

Other: Generous PTO, Health, life and disability insurance; Health savings account contribution; 401k match

Why a New Grad Should Begin Their Career at Our Organization

Start your career with L.M. Henderson & Company and discover what it means to be a public accountant who immediately matters to an organization. We offer a full spectrum of accounting services to a wide range of public and private businesses where a new graduate can gain experience in auditing, tax planning and compliance, not-for-profit reporting, estate and trust reporting, financial statement preparation, accounting services, and consulting. You will have the opportunity to develop personal relationships with your clients and support their most challenging business needs.

We have cultivated a unique office culture over 75 years of service that includes top industry experts, true camaraderie amongst your team, hybrid work schedules, and "dress for your day" office attire policies. You'll gain experience in an array of accounting and auditing practices and play a meaningful role on our team from day one. We offer competitive salaries, best-in-class benefits, and a commitment to work-life balance with minimal overnight travel and ample paid time off.



ksm
CPAs & Advisors

Inspiring Excellence. Empowering You.

At KSM, we're not just building careers, we are empowering people to lead, grow, and thrive. Explore what it means to be part of a firm that's built on trust, driven by ingenuity, and committed to people-first values.

Learn more at ksmcpa.com/careers.



Employee Owned



Hybrid Work
Options



People First



Supported
Development

London Witte LLP

111 Monument Circle, Suite 4100
Indianapolis, IN 46204

Organization Contact: Emily Elson	Year Founded: 1994
Title: Recruiting Lead	Number of Partners: 6
Contact Email: eeelson@lw.cpa	Number of Professionals: 28
Phone: (317) 634-4000	Organization Type: Regional
Website: lw.cpa	

Top Industry Specializations
Insurance; Legal Services; Manufacturing; Medical/Health Care; Personal Financial Services; Real Estate; Restaurants; Retail Trade

Client Services
Advisory/Consulting; Corporate/Domestic Tax; Individual Tax; State/Local Tax

General Hiring Practices
Spring, Summer, and Winter Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

- Additional Benefits**
- | | |
|--|---|
| <ul style="list-style-type: none">• Community Service Day• Exam Fees• External CPE Program Fees• Formalized Mentor Programs | <ul style="list-style-type: none">• Internal CPE Programs• License Fees• Professional Association Membership Dues |
|--|---|

Other: Paid time off policy; Health/dental/vision/life/LTD insurance; 401k with matching; Paid parking; CPA Exam completion bonus; Ability to bank hours for additional time off or bonus; End of busy season celebration and holiday; Social events; Annual company outings; Summer hours; Flexible schedule; Dress for your day; Weekly meals; Snacks & drinks; Cell phone & internet reimbursement; Birthday and anniversary recognition; Bonus opportunities

Why a New Grad Should Begin Their Career at Our Organization
“Working at London Witte has been such a fun challenge! I am constantly exposed to new and challenging work in a collaborative environment. No two days are ever the same.”
–Lora, Staff Accountant

“London Witte is a great place to begin your public accounting career. You’ll gain valuable experience working with a variety of clients and different projects. No two days are the same! You’re really supported here and everyone from the staff to the partners is invested in your success and helping you grow.” –Meghan, Staff Accountant

Additional Information: London Witte is continuously growing and looking for key players to add to our team. Our office culture encourages strong relationships, mentoring, community involvement, and valuable work-life balance. We offer competitive pay and benefits, flexibility, and rewarding advancement opportunities for talented, enthusiastic individuals. Someone joining our firm has the unique opportunity to work with a local team while serving a variety of clients throughout the country.

Metzger, Mancini & Lackner, LLP

115 S. Eddy St.
South Bend, IN 46617



Organization Contact: Larry Lackner, CPA
Title: Partner
Contact Email: Larry@mmlcpa.net
Phone: (574) 232-9973
Website: mmlcpa.net

Year Founded: 1956
Number of Partners: 2
Number of Professionals: 10
Organization Type: Local

Client Services

Accounting, consulting, financial statement and tax services for closely held businesses and their owners. Individual, trust and estate income tax preparation and consulting. Temporary controller services, business succession and personal estate planning assistance. One-on-one guidance with Quickbooks® and other accounting software.

Additional Benefits

- External CPE Program Fees
- Flexible Scheduling
- Friday Afternoons Off from April 16–December 31
- Healthcare Benefit Package Effective Day One, Including Medical, Dental, & Vision
- Immediate Bonus Pool Eligibility
- License Fees
- Professional Association Membership Dues
- PTO/Vacation/Holidays
- Retirement Savings Plan with Company Match

Recent Awards or Accolades

Metzger, Mancini, & Lackner (MML) has earned over fifty 5-star Google reviews from our clients. In addition, MML received the *South Bend Tribune* Community's Choice award for "Best Accountant" in 2020, 2021 & 2023.

Why a New Grad Should Begin Their Career at Our Organization

Clients need real answers – not fancy buzzwords. Each day, new employees have the opportunity to work with and learn from MML staff of all levels, including partners. This collaborative and engaging approach is the foundation of our success. New employees will also work directly with individuals and small business owners and their accounting staff; with the goal of becoming the client's main point of contact.

No two days are the same. MML provides services for all types of industry – construction, manufacturing, transportation, medical, insurance, retail, restaurants, professional service industries, etc., which allows new graduates to develop a well-rounded knowledge base and extensive skill set that will immediately and positively impact the lives of our clients.

MML is also passionate about serving our community outside "work" through local volunteer opportunities and non-profit organizations.

Additional Information

Substantial upward movement, with a path to "Partner," is available to all new hires as our firm continues to experience tremendous growth. All points of view, ideas, and personal experiences are encouraged. Business casual attire, flexible scheduling, cohesive and friendly work environment, some remote work, free parking, no overnight travel.

Monroe Shine & Co., Inc.

222 East Market St.
New Albany, IN 47150

Organization Contact: Mallary Meriwether
Title: Manager, Marketing & Business Development
Contact Email: mmeriwether@monroeshine.com
Phone: (812) 945-2311
Website: monroeshine.com

Year Founded: 1925
Number of Partners: 6
Number of Professionals: 50
Organization Type: Local
Additional Location: Louisville, KY

Top Industry Specializations

Banking/Securities; Consulting; Legal Services; Manufacturing; Nonprofit Organizations; Personal Financial Services; Real Estate; Retail Trade; Transportation; Utilities; Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; State/Local Tax

General Hiring Practices

Spring and Summer Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: On-Site (Work at the Office Full-Time to Fulfill Work Duties)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA Exam Bonus; Generous PTO Policy; Extra Holiday Time; “End of Busy Season” Holiday Off in April; Snacks All Throughout Busy Season; Mid-tax Season Celebration; Office Social Events; Community Involvement Opportunities; Medical; Dental & Vision Insurance with HSA Plan with Generous Firm Contributions for those Electing Health Coverage; Profit Sharing & 401(k)

Why a New Grad Should Begin Their Career at Our Organization

A future with Monroe Shine: V.G. Monroe felt that to be successful in the public accounting profession, a person needs more than a college degree with a major in accounting. There are personal characteristics just as important as technical skills. In his autobiography, he listed those characteristics as: good judgment, ability to communicate with clients, ability to acquire the confidence and respect of clients, dedication and hard work. Monroe Shine uses Mr. Monroe’s standards as the benchmark for hiring employees. We look for those who are interested in a career, not just a job. We encourage all employees to be involved in local organizations and give back to the community. The Shareholders at Monroe Shine not only lead by example, but they are always ready to help employees find and develop involvement opportunities. We attribute our low employee turnover to these mentoring relationships.

Additional Information

At Monroe Shine, our interns and new staff get the opportunity to work on both tax and audit. This is a great learning opportunity, as it allows them to gain insight into both career paths.

Myers and Stauffer, LC

800 E 96th St., Suite 200
Indianapolis, IN 46240



Organization Contact: Hannah Warrens
Title: Senior Recruiter
Contact Email: hwarrens@mslc.com
Phone: (317) 846-9521
Website: myersandstauffer.com
Year Founded: 1977
Number of Partners: 43
Number of Professionals: 936

Organization Type: National
Additional Locations: Albuquerque, NM; Atlanta, GA; Austin, TX; Baltimore, MD; Boise, ID; Chicago, IL; Cranford, NJ; Denver, CO; Des Moines, IA; Frankfort, KY; Harrisburg, PA; Honolulu, HI; Kansas City, MO; Nashville, TN; Raleigh, NC; Richmond, VA; Salt Lake City, UT; Topeka, KS; Tallahassee, FL; Windsor, CT

Top Industry Specializations
Government, Medical/Health Care

Client Services
Advisory/Consulting; Audit/Assurance

General Hiring Practices
Spring/Summer/Winter Interns: Paid, Part-time, Full-time
Minimum Acceptable Overall GPA: N/A
Minimum Acceptable Accounting/Business Major GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

- Additional Benefits**
- Community Service Day
 - CPA Advocate Program
 - Exam Fees
 - Exam Review Course Fees
 - External CPE Program Fees
 - Formalized Mentor Program
 - Internal CPE Programs
 - License Fees
 - Professional Association Membership Dues

Other: Becker Unlimited; Education assistance

Recent Awards or Accolades
2025 *Indy Star* Top Place to Work

Why a New Grad Should Begin Their Career at Our Organization
Whether you are looking for your first job or are beginning a new chapter, Myers and Stauffer is a great place to start. We provide several opportunities for growth and advancement within the firm. Many members of our leadership team started at Myers and Stauffer as interns or staff. From day one we are working to help develop you into a future firm leader. Our model is to promote from within and hire at the entry level. In fact, 48% of our new hires in 2024 were interns and 27% were staff or associate level. This means 75% of our new hires were entry-level.

OnTarget CPA

101 West Ohio St., Suite 800
Indianapolis, IN 46204

Organization Contact: Michael P. Jamison
Title: President/CEO
Contact Email: michael@ontargetcpa.com
Phone: (317) 820-2000

Website: ontargetcpa.com
Year Founded: 2015
Number of Professionals: 21
Organization Type: Local

Top Industry Specializations

Consulting; Insurance; Legal Services; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Transportation; Vendor

Client Services

Advisory/Consulting; Corporate/Domestic Tax; International Tax; Individual Tax; State/Local Tax

General Hiring Practices

Spring/Winter Interns: Paid, Part-time, Full-time
Minimum Acceptable Overall GPA: 3.2
Minimum Acceptable Accounting/Business Major GPA: 3.2
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: On-Site (Work at the Office Full-Time to Fulfill Work Duties)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Competitive pay; Eligibility for performance-based bonuses; Best-in-class technology and software; 401K program with up to 6% match for full-time employees; High quality health insurance for full-time employees; Free downtown parking; Meals provided every day during tax season

Recent Awards or Accolades

OnTarget CPA was named to the 2022, 2023 and 2024 Inc. 5000 list of fastest-growing private companies in the U.S. The firm was a 2023 finalist for the Indiana CPA Society's Talent Pipeline award.

Why a New Grad Should Begin Their Career at Our Organization

Our internship program is designed to mentor talented upcoming accounting professionals. Three of our current professional staff members started with OnTarget CPA as interns and have advanced to the roles of Senior Manager, Accounting Supervisor, and Senior Accountant. Interns work directly with our clients and perform meaningful tax and accounting work.

OnTarget CPA will fully support your educational goals. OnTarget CPA offers flexible scheduling, including paid overtime. Internships are ongoing and not limited to a semester or a season.

Additional Information

OnTarget CPA is a family owned and operated business located in the heart of downtown Indianapolis. We have high standards and are quick to reward high quality work and honest effort. The work at OnTarget CPA will provide significant growth in your technical skills and professional development.

Pile CPAs, LLC

1 Indiana Square, Suite 1200
Indianapolis, IN 46204



Organization Contact: Shannon Haskins, CPA
Title: Manager
Contact Email: shaskins@pilecpas.com
Phone: (317) 269-3454
Website: pilecpas.com

Year Founded: 1938
Number of Partners: 8
Number of Professionals: 32
Organization Type: Regional

Top Industry Specializations

Consulting; Employee Benefit Plans; Manufacturing; Nonprofit Organizations; Personal Financial Services; Retail Trade; Professional Services

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax

General Hiring Practices

Spring Interns: Paid, Part-Time, Full-Time
Minimum Acceptable Overall GPA: N/A
Minimum Acceptable Accounting/Business Major GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: On-Site/Client-Site and Work from Home Flexibility

Additional Benefits

- Community Service Day
- Exam Review Course Fees
- External CPE Program Fees
- Fitness Center
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: PTO/holidays; Full healthcare benefit package including health, dental, vision, life, LTC, short-term and long-term disability; Health savings account and company contribution; Retirement savings plan with company match; Profit sharing; Formalized mentoring program; Employee development program; Team building events

Why a New Grad Should Begin Their Career at Our Organization

Pile CPAs' longevity speaks volumes to the reputation of our leadership and staff that make us who we are today. Our overall success comes by offering an engaging, educational, and collaborative work environment that promotes professionalism and fun. Our team is comprised of diversely talented associates who combine their skills to cultivate a learning culture. We foster an environment that focuses on individualized skills development for your professional journey. Our commitment goes beyond the services we provide to our clients.

Pile cares about our community and is passionate about relationships and civic duty. Our people find added purpose by volunteering for charitable endeavors and supporting missions that enrich our neighborhoods and contribute to the welfare of our residents.



One American Square, Suite 2100
Indianapolis, IN 46282



Organization Contact: Lauren Suttner
Title: Central Talent ID Leader
Contact Email: lauren.s.suttner@pwc.com
Phone: (317) 979-1112
Website: pwc.com/campus
Year Founded: 1849

Number of Partners: 15
Number of Professionals: 200+
Organization Type: National
Additional Location: Indianapolis and nationwide

Top Industry Specializations

Banking/Securities; Insurance; Manufacturing; Medical/Health Care; Utilities; Various Other Industries

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; State/Local Tax

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: Yes
Full-time hires must have the necessary accounting credits to sit for the CPA exam in their work state by their start date and the intent to pursue CPA licensure.
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: As a member of the PwC team, you will have access to a wide range of personalized benefits and rewards to support you as your life and needs shift over time, including:

Health & well-being, Take time off to relax & recharge, Your financial well-being, Student Loan Paydown benefit, Caregiver support, Family support, Committed to everyday flexibility, Insurance & other financial programs, Be Well, Work Well, Perks at PwC, Compensation and rewards, Your development as a PwC professional, Your primary credential achievement and Infinite Learning

Recent Awards or Accolades

To learn more about PwC's recent awards and accolades, please visit our website at www.pwc.com/us/en/about-us/pwc-awards.html

Why a New Grad Should Begin Their Career at Our Organization

From empowering mentorships to customized coaching, PwC provides you with support to help you develop your career. You'll work with people from diverse backgrounds and industries to solve important problems.

To learn more about a career at PwC, please visit our website at pwc.com/campus.

RSM US LLP

One American Square, Suite 2800
Indianapolis, IN 46282

Organization Contact: Erika DiGuilio
Title: Campus Recruiting Lead
Contact Email: Erika.Diguilio@rsmus.com
Phone: (317) 564-6128
Website: rsmus.com
Year Founded: 1950

Number of Partners: 800
Number of Professionals: 16,000
Organization Type: National
Additional Locations: Mishawaka, IN;
90+ locations across the US

Top Industry Specializations

Accounting

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Internal Audit; IT Audit; Individual Tax/Financial Services/Wealth Management; State/Local Tax; Transfer Pricing

General Hiring Practices

Spring (Jan–Mar/April) and Summer (June–Aug) Interns: Paid, Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees

Other: Your benefits are an important part of your total compensation. At RSM, you'll have access to a wide range of quality benefit options for yourself and your family.

Why a New Grad Should Begin Their Career at Our Organization

At RSM, our culture is caring and supportive so that each of us can bring our authentic selves to work each day. Our people are empowered to make an impact on their clients, colleagues and community and to own their futures and achieve their personal and professional aspirations. And when we all bring our individual talents and perspectives together, it strengthens our teams and enhances the unique insights that we provide to our clients. That's the power of being understood. That's the power of being you.

Additional Information

If you are on a 4 year track: Sophomores—Pathways Program (in fall); Juniors—Internships; Seniors—Full-time positions. If 5 year track: Juniors—Pathways Program (in fall), Seniors—Internship, MAcc— Full Time

Sherman, Barber & Mullikin

210 W. Third St.
Madison, IN 47250



Organization Contact: Ben Foley
Title: Partner
Contact Email: bfoley@sbmcpas.com
Phone: (812) 265-5312
Website: sbmcpas.com

Year Founded: 1974
Number of Partners: 3
Number of Professionals: 10
Organization Type: Local

Top Industry Specializations

Banking/Securities; Construction Contractors; Consulting; Manufacturing; Nonprofit Organizations; Utilities

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; Small Business Accounting, Payroll and QuickBooks Services

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Retirement; Insurance; Flexible schedules; Dress for your day attire; Fridays off in July and August

Why a New Grad Should Begin Their Career at Our Organization

Our firm is located along the Ohio River in historic Madison, Indiana. We are a firm rich in tradition but progressive in approach. Our growing audit, tax and consulting practice provides challenging opportunities for professional growth while serving a diverse clientele. Listed as a National Historic Landmark, Madison offers exposure to art, festivals, nature and small town living within reach of Indianapolis, Louisville and Cincinnati.

Sikich

Five River Crossing, 8555 River Rd., Suite 300
Indianapolis, IN 46240



Organization Contact: Mark Kane
Title: Principal, Taxation
Contact Email: mark.kane@sikich.com
Website: sikich.com
Year Founded: 1982
Number of Principals: 139

Number of Professionals: 1,825
Organization Type: National
Additional Locations: Chicago, Decatur, Naperville, Peoria and Springfield, IL; St. Louis, MO; Cleveland, OH; Milwaukee, WI; Alexandria, VA

Top Industry Specializations
Consulting

Client Services
Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax

General Hiring Practices
Spring and Summer Interns: Paid
Minimum Acceptable Overall GPA: N/A
Minimum Acceptable Accounting/Business Major GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

- Additional Benefits**
- Community Service Day
 - Exam Fees
 - Exam Review Course Fees

Other: FTO, 401K, medical, dental, vision, wellness

Recent Awards or Accolades
Great Place to Work certified 2020, 2021, 2023 and 2024

Why a New Grad Should Begin Their Career at Our Organization
Realize your full potential at Sikich by becoming part of a highly motivated team that values individual effort and growth in an environment that supports a healthy work-life integration.

Simons Bitzer & Associates

8350 S. Emerson Ave, #100
Indianapolis, IN 46237

Organization Contacts: Cari Nelson
Title: Recruiting Administrator
Contact Email: careers@simonsbitzer.com
Phone: (317) 782-3070
Website: simonsbitzer.com

Year Founded: 1995
Number of Partners: 1
Number of Professionals: 13
Organization Type: Local

Top Industry Specializations

Consulting; Manufacturing/Distribution; Medical; Nonprofit Organizations; Personal Financial Services; Professional Services; Real Estate; Retail Trade

Client Services

Business Structure; CFO/Controllershship Services to Businesses and Ultra-High-Net-Worth Families; Client Accounting Services; Consulting; Compilations & Reviews; Corporate/ Domestic Tax; Individual & Business Tax; State/Local Tax

General Hiring Practices

Summer and Busy Season Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.2
Minimum Acceptable Accounting/Business Major GPA: 3.2
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues
- Community Service Day

Other: Full-Time, permanent employees are eligible for healthcare benefit package including medical, dental, vision, and life insurance; Paid Holidays; Up to four weeks of paid time off; Retirement savings plan with company match

Why a New Grad Should Begin Their Career at Our Organization

We offer immediate exposure to client relationships and an extensive hands-on experience with client projects, from the beginning. We are a local consulting and tax firm with no overnight travel. We work with closely held businesses and their owners on a variety of services. Our team of experienced professionals uses a collaborative approach completing projects and delivering an exceptional client experience, leaving a lasting, memorable impression.

Additional Information

At Simons Bitzer, we are passionate about the success of our clients and our employees. With a dedicated focus on client service, we continue to see the demand for our services grow. Our Firm provides an opportunity to work with a variety of clients, in a wide range of industries, on a team of entrepreneurial minded professionals. We believe in the importance of growing the capabilities and leadership of our team with enthusiastic professionals who are passionate about client service and eager to continuously expand their skills and knowledge.

Slattery & Holman, P.C.

12900 N. Meridian St., Suite 350
Carmel, IN 46032



Organization Contact: Michelle A. Kerr, CPA
Title: Partner
Contact Email: michelle@slatterycpa.com
Phone: (317) 843-5715
Website: slatterycpa.com

Year Founded: 1980
Number of Partners: 4
Number of Professionals: 16
Organization Type: Local

Top Industry Specializations

Closely Held Businesses. Focus areas include: Medical and healthcare, professional services, manufacturing and construction and subcontractors

Client Services

Consulting/Advisory; Compilations & Reviews; Financial Analysis & Wealth Consulting; U.S./Domestic Business & Individual Tax

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.5

Minimum Acceptable Accounting/Business Major GPA: 3.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-Site (Work at the Office Full-time to Fulfill Work Duties)

Additional Benefits

- CPA Exam Passing Bonus
- Exam Fees
- Exam Review Course Fees
- External and Internal CPE Program Fees
- Formalized Mentor Programs
- License Fees
- Professional Association Membership Dues

Why a New Grad Should Begin Their Career at Our Organization

We offer immediate exposure to client relationships and a global experience on client projects from the beginning. We are a local boutique consulting and tax practice. We issue compiled and reviewed financial statements. No overnight travel. We work with closely held businesses and their owners and have a shared team approach to delivery of client service. The client relationship is the most rewarding part of our careers. We believe in developing that from the start and sharing the reward of the relationship with all team members who work on the client engagement.

Timpe CPAs, LLC

4801 Northwestern Dr.

Zionsville, IN 46077

Organization Contact: Gary M. Timpe

Title: Managing Member

Contact Email: gtimpe@timpecpa.com

Phone: (317) 217-1660

Website: timpecpa.com

Year Founded: 1977

Number of Partners: 2

Number of Professionals: 15

Organization Type: Regional

Client Services

Federal and State Tax Compliance; Business Advisory/Consulting; International Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax

General Hiring Practices

Spring, summer and winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.0 preferred

Minimum Acceptable Accounting/Business Major GPA: 3.0 preferred

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-Site (Work at the Office Full-Time to Fulfill Work Duties)

Additional Benefits

- External CPE Program Fees
- Internal CPE Programs License Fees
- Professional Association Membership Dues

Other: Retirement plan, competitive pay, paid vacations, dental and vision insurance

Recent Awards or Accolades

Top 25 Largest CPA Firms in Indianapolis (IBJ)

Why a New Grad Should Begin Their Career at Our Organization

A new college graduate of any age would benefit by choosing Timpe CPAs as a landing pad for the start of a promising career. The knowledgeable and accommodating accountants and CPAs employed at Timpe have a wealth of experience to share. New employees hit the ground running, learning everything from the front office and customer service, to filing taxes and creating tax savings and financial opportunities for the clientele. Timpe CPAs is a family-owned and operated business, with a positive work culture where teamwork is valued and appreciated.

Watermark CPA Group

5975 Castle Creek Pkwy N. Dr. Suite 355
Indianapolis, IN 46250

Organization Contact: Jeff Curtis

Title: Partner

Contact Email: jcurtis@thewatermarkgrp.com

Phone: (317) 805-0805

Website: thewatermarkgrp.com

Year Founded: 2006

Number of Partners: 4

Number of Professionals: 20

Organization Type: Local

Top Industry Specializations

Construction; Distribution; Family and Closely-held Businesses; Manufacturing; Professional Services; Recyclers; Wholesale

Client Services

Advisory/Consulting; Audit/Assurance; Client Accounting Services; Corporate/Individual Tax

General Hiring Practices

Spring and Winter Interns: Paid, Full-time and Part-time

Minimum Acceptable Overall GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-Site and Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Days
- License Fees
- External CPE Program Fees
- Professional Association Membership Dues

Other: Employee dream funding program; CPA Exam bonus; HSA & PPO health, dental/vision/disability/life insurance; PTO & paid holidays; Summer Fridays off; 401K; Discretionary bonus plan; Employee referral bonus program; Flexible spending accounts; New business bonus program

Why a New Grad Should Begin Their Career at Our Organization

Watermark exists to inspire others to discover, pursue, and achieve their personal and professional goals and dreams. If you're looking for a firm that values your personal growth as much as your professional development, Watermark might be the right place for you. If you thrive in an environment where resources are intentionally invested in making a broader community impact—and where you have the flexibility and freedom to do the same—Watermark might be the right fit. If you're energized by meaningful conversations with business owners, management teams, and families about what truly matters to them, you'll find those conversations happen regularly here. And if you're seeking broad experiences and growth opportunities within a firm that delivers high-quality assurance, tax, accounting, and consulting services—look no further. At Watermark, we're not just about work—we're about purpose, people, and impact.

Whiting & Company

1100 W. White River Blvd.

Muncie, IN 47303

Organization Contact: Richard Crist

Title: Chief Operating Officer

Contact Email: rcrist@whiting.com

Phone: (765) 284-3384

Website: whiting.com

Year Founded: 1930

Number of Partners: 7

Number of Professionals: 36

Organization Type: Regional

Additional Locations: Muncie and Fishers, IN

Top Industry Specializations

Banking/Securities; Manufacturing; Medical/Health Care; Nonprofit Organization; Personal Financial Services; Small Business

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax Individual Tax/Financial Services/Wealth Management; State/Local Tax

General Hiring Practices

Spring Interns: Paid, Full-time and Part-time

Minimum Acceptable Overall GPA: 2.8

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-site (Work at the Office Full-Time to Fulfill Work Duties)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues
- Formalized Mentor Programs

Other: Professional development; CPA Exam passing bonus; CPA study materials & exam fee allowance; External and internal CPE program fees; Formalized mentor program; License fees; Professional association membership dues; Paid holidays, vacation & personal time; Paid volunteer time & community service day; Business casual & jeans Fridays; Health, life & disability insurance; Retirement plan with company match

Why a New Grad Should Begin Their Career at Our Organization

Whiting is proud to pour into the next generation through our paid internships and entry-level new hires. Students gain hands-on experience, mentorship, and exposure to the full range of public accounting services. Students will work directly with Partners and Managers to prepare tax returns for individuals and businesses. Collaborate with staff to complete financial statements, journal entries, account reconciliations, and depreciation schedules. Apply what they have learned in the classroom to solve real client issues. Connect with a mentor who will encourage them to build on their personal and professional successes and ultimately reach their career goals.



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Scholarships, career tips,
exclusive events & student
membership perks—straight
to your feed.



SCAN ME

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CPA
SOCIETY



INCPAS STUDENT MEMBERSHIP APPLICATION

FREE TO
JOIN!

PERSONAL INFORMATION

first middle last

name to greet by birth month birth year

preferred address apt. no.

city

county state zip

phone ethnic background (optional)

email

SCHOOL INFORMATION

school name

expected graduation date

major

APPLICATION PROCEDURE

Student membership is free!

Apply online at incpas.org/Students, or return this completed application via email to info@incpas.org or mail to INCPAS, 900 E. 96th St., #250, Indianapolis, IN 46240.

To the best of my knowledge, the information contained herein is accurate. I agree to be governed by the bylaws of the Indiana CPA Society, as well as its Rules of Professional Conduct.

signature

date

To qualify, you must be currently enrolled as a student in an accredited college or university and pursuing a degree. The membership year runs from July 1–June 30.

WHY JOIN



Scholarships:

Access members-only college and CPA Exam scholarship opportunities.

CPA Exam:

Access discounted prep courses and free Mock CPA Exam events.

Connections:

Connect with members who are in all stages of the profession — students, young professionals, experienced leaders and even retired CPAs.

Marketability:

Demonstrate to future employers that you are serious about your career path.

Volunteering:

Join in on year-round service-leadership opportunities to make a meaningful impact in your community and the accounting profession.



incpas.org



Indiana CPA Society
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